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Australian Labour Market

ABS Catalogue No. 6284.0

NOTES

LABOUR FORCE SURVEY

Once a month the nation turns its attention to new data about unemployment and employment. The Australian Bureau of Statistics (ABS) monthly Labour Force Survey is the source of Australia's official statistics about employment and unemployment. In addition the survey provides a host of other indicators of the Australian labour market.

The Australian Labour Force Survey is recognised internationally as a first class statistical collection, compiled in accordance with standards set by the International Labour Organisation. It also seeks information about many other labour market topics to provide new insights into Australia's labour force.

ABOUT THIS PUBLICATION

Throughout the year the ABS publishes many summary articles on the nature and dynamics of the labour market. The articles draw on data from the labour force survey itself, and the many supplementary surveys conducted throughout the year which focus on particular aspects of the labour market.

This publication gathers together articles which were published in 1995 and early 1996 in *Labour Force, Australia* (6203.0). Also included are a small number of articles from other ABS labour publications. They illustrate the wide range of information available from the ABS labour statistics program.

The topics covered are many and varied. They describe those people who are fully employed; those who would like more work; those who are unemployed; those who are not in the labour force but would like a job; and also those who have left the labour force. International comparisons are also featured.

SYMBOLS AND OTHER USAGES

r revised figures
* subject to sampling variability too high for most practical uses

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For information about other ABS statistics and services, refer to the back of this publication.

T.J. Skinner
Acting Australian Statistician

CONTENTS

	Page
THE AUSTRALIAN LABOUR MARKET	
Trends in the Australian labour market, 1995	5
Employment growth in the 1990s	8
Labour force experience over 12 months	12
Weekly earnings of employees	14
Working arrangements	16
Working from home	18
Part-time employment	21
Underemployed workers	24
Long-term unemployment trends	26
Job search experience of unemployed persons	28
The youth labour market	30
Increase in discouraged jobseekers	34
Decline in persons re-entering the labour market	36
Hours worked	37
Combining work and education	41
Increase in number attending educational institutions	43
Superannuation coverage levels out	44
Retirement and retirement intentions	46
INTERNATIONAL COMPARISON	
Unemployment rate	48
ADDITIONAL INFORMATION	
Behind the numbers — some facts about the labour force survey	50
Related publications	51
Glossary	53
List of supplementary and special surveys	59
Unpublished data	60

TRENDS IN THE AUSTRALIAN LABOUR MARKET, 1995

The recovery in the Australian labour market continued during 1995. Increases in trend employment levels and decreases in both trend unemployment levels and rates continued throughout the year. Rises in participation rates also occurred. Most States reflected these national trends.

AUSTRALIA

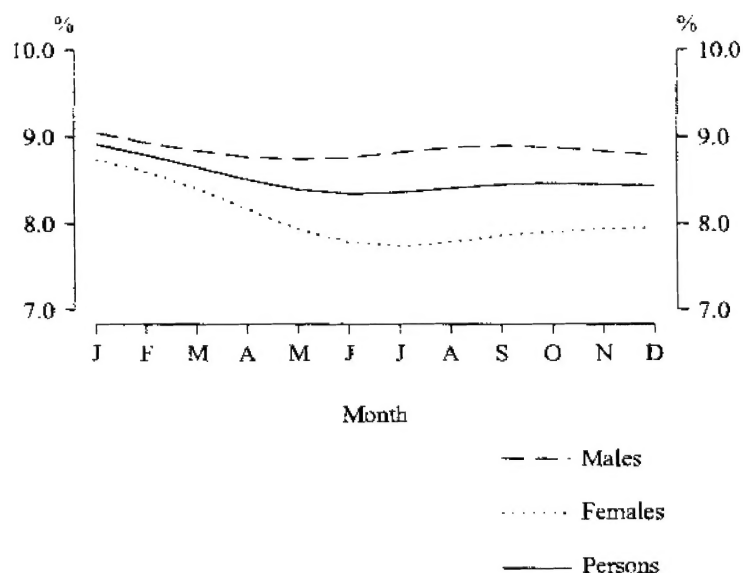
Employment Trend estimates of employment grew by 3.0% over the 12 months to December 1995. Full-time employment rose by 174,100 persons in trend terms, or by 2.9% for the year. The number of females in full-time employment increased by 90,900, or 4.6% for the year. By comparison, the number of males employed full time rose by 2.0% during the same period.

In trend terms, the number of males in part-time employment increased by 17,100 or 3.4% for the year. Part-time employment for females rose by 53,700 persons, representing an increase of 3.7% for the year. Overall, there was an increase of 70,800 (3.6%) persons in part-time employment in 1995.

Unemployment The trend unemployment rate decreased from 9.0% in December 1994 to 8.4% in December 1995. The male unemployment rate dropped 0.4 percentage points in the year, to a rate of 8.8% in December. The female unemployment rate also decreased throughout the year, from 8.8% in December 1994 to 8.0% in December 1995.

In trend terms, there was a fall of 22,100 unemployed persons looking for full-time work in 1995, representing an overall decrease of 3.4% for the year. In December 1995, some 404,900 (65.2%) of these unemployed persons were males, compared with 216,100 unemployed females looking for full-time work.

UNEMPLOYMENT RATES: TREND 1995



Participation rates Male trend participation rates rose slightly during the beginning of the year, from 73.8% in December 1994 to 74.0% in the months from February to April 1995. In May, the participation rate dropped to 73.9% and remained steady at this level before rising again to 74.0% in October. The participation rate has remained at 74.0% since this time.

Female trend participation rates rose from 53.0% in December 1994 to 53.9% in May 1995, and remained steady at 53.9% for the rest of 1995.

STATES AND TERRITORIES

Employment levels

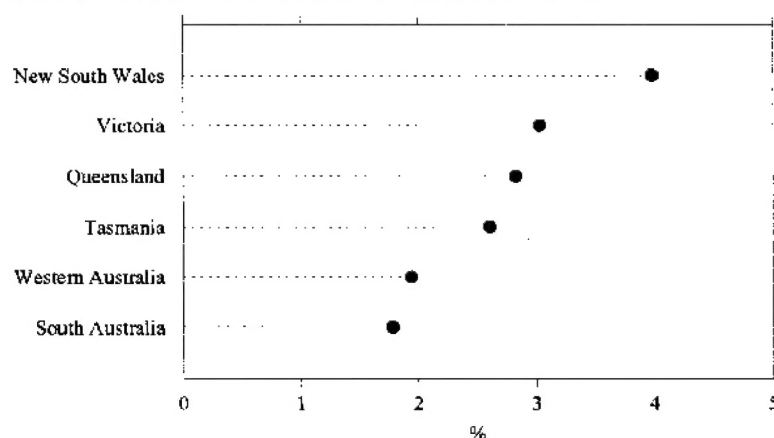
Trend employment levels increased during the year in all States and the Australian Capital Territory. New South Wales (4.0%), the Australian Capital Territory (3.3%) and Victoria (3.0%) experienced employment growth as good as or better than the national average.

Employment growth for the year for the other States was:

- Queensland 2.8%
- Tasmania 2.6%
- Western Australia 2.0%
- South Australia 1.8%

The estimate of trend employment for the Northern Territory fell by 3.1% in the 12 months to December 1995.

ANNUAL EMPLOYMENT CHANGE BY STATE: TREND 1995

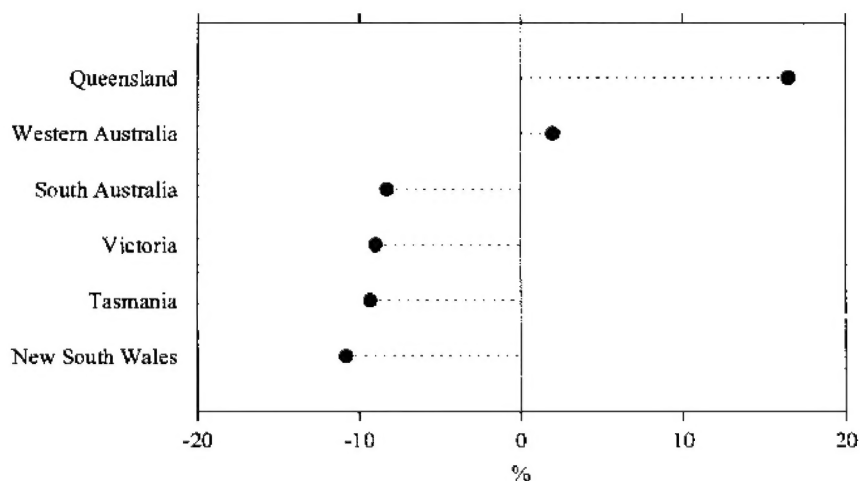


Unemployment levels

Trend estimates of the level of unemployment fell during 1995 for five of the States and Territories. New South Wales (10.8%) and the Northern Territory (10.9%) recorded the largest falls, while Victoria, South Australia, and Tasmania all experienced falls of between 8% and 10% for the 12 months to December 1995.

Increases were recorded for Queensland (16.5%), with smaller increases also for the Australian Capital Territory (4.9%) and Western Australia (1.9%).

ANNUAL UNEMPLOYMENT CHANGE BY STATE: TREND 1995



Unemployment rates New South Wales and Tasmania experienced the greatest fall in trend unemployment rates, 1.2 percentage points, to 7.6% and 10.0% respectively. Victoria also had a significant fall in unemployment rates during 1995, from 9.9% in December 1994 to 8.8% in December 1995. South Australia also experienced decreases throughout the year in trend unemployment rates, overall at 0.9 percentage points.

Unemployment rates in Western Australia declined gradually from 7.6% in December 1994 to 7.3% in May of this year. The unemployment rate remained steady for several months before increasing to 7.6% in December 1995. In Queensland, unemployment rates remained steady in the first part of the year at 8.7% before steadily rising from May onwards to reach 9.8% in December 1995, a rise of 1.0 percentage points.

The unemployment rate in the Northern Territory fluctuated during 1995, with the overall unemployment rate decreasing by 0.5 percentage points. The Australian Capital Territory experienced a small change in the year with the overall unemployment rate increasing 0.1 percentage points.

INVOLUNTARY PART-TIME EMPLOYMENT

The number of part-time workers wanting to work more hours increased by an average of 12,700 persons in 1995. This increase of 2.5% more than offset the 2.0% decline recorded for the average in 1994. An average 210,400 of these part-time workers were actively looking for full-time work in 1995, almost unchanged from the 1994 average of 210,300 persons. Accordingly, the proportion of such workers fell from 40.8% in 1994 to 39.9% in 1995.

HOURS WORKED

In general, estimates of hours worked data in 1995 were steady. Average weekly hours worked by all employed persons was 34.6 hours in 1995, compared with the 1994 average of 34.7 hours. On average, full-time workers worked 40.9 hours a week, unchanged in comparison with the previous year's average. Males employed full time worked an average of 42.4 hours per week in 1995 (also unchanged from 1994). For females employed full time, the average rose from 37.7 hours in 1994 to 37.9 hours in 1995. The average number of hours worked by those employed part time stood at 15.3 in 1995, up 1.1% compared with 1994 and 3.5% since the low point in 1990.

LONG-TERM UNEMPLOYMENT

In trend terms, the number of long-term unemployed (persons unemployed for 52 weeks or more) fell by 49,700 persons (17.5%) over the 12 months to December 1995, declining by 15.8% for males and 20.5% for females. Long-term unemployment (in trend terms) fell from 35.5% of unemployment in December 1994 to 30.6% in December 1995.

EMPLOYMENT BY INDUSTRY

The largest numerical increase in trend estimates of employment occurred in the Property and business services industry Division — a rise of 67,800 (9.2%) in the 12 months to November 1995. Industry Divisions with strong to moderate rates of growth were Government administration and defence (10.0%), Education (7.0%), Health and community services (5.9%) and Accommodation, cafes and restaurants (5.2%).

Employment levels decreased in Electricity, gas and water supply, and in Mining, which fell by 3.5% and 2.9% respectively. There was little change in Manufacturing, which experienced a slight fall of 0.8% in employment during the year, and Transport and storage, which experienced a slight rise in employment of 0.8%.

ADDITIONAL INFORMATION

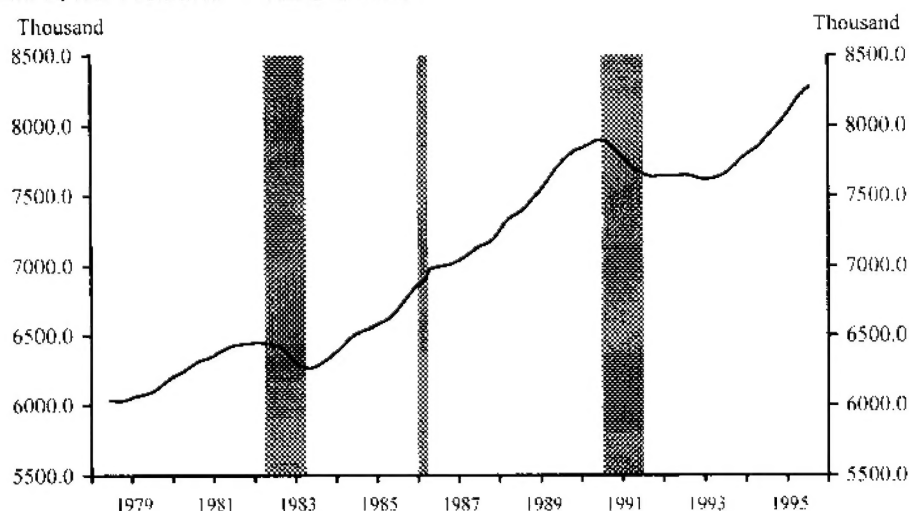
For more information from the monthly Labour Force Survey, see *Labour Force, Australia* (6203.0).

EMPLOYMENT GROWTH IN THE 1990s

EMPLOYMENT GROWTH

In recent years, the Australian labour market has experienced a period of recovery, evidenced by sustained employment growth. Since June 1991 (the trough of the 1990-91 recession), trend employment has grown by 591,000 to 8,251,800 in June 1995, an increase of 7.7%.

EMPLOYED PERSONS¹ : TREND SERIES



¹ Shaded areas are quarters of negative growth in trend constant price GDP(A).

Source: *Labour Force, Australia* (6203.0) and *Australian National Accounts: National Income, Expenditure and Product* (5206.0)

Between June 1991 and June 1993, trend employment decreased slightly (0.1%) from 7,660,800 to 7,650,800. This lack of employment growth was despite sustained economic growth over this period (i.e. a 5.4% increase in trend constant price GDP(A) over this period). This contrasts with the rapid employment growth experienced after the 1982-83 recession, where trend employment increased 5.4% in two years. After the initial period of negative employment growth between June 1991 and June 1993, trend employment rose rapidly, increasing 7.9% in the next two years.

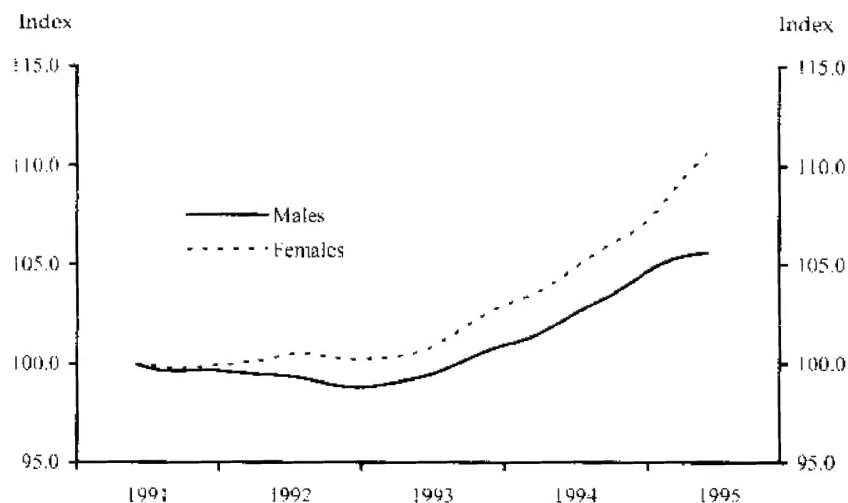
HOURS WORKED

While there was no immediate employment growth following the 1990-91 recession, there was a substantial increase in the total number of hours worked by employed persons. Between June 1991 and June 1993, the total number of hours worked per week by employed persons rose 5.3%. This increase was greater than for the following two years, which were characterised by strong employment growth. Over this latter period, the total number of hours worked by employed persons increased 4.2%.

MALE AND FEMALE EMPLOYMENT GROWTH

Trend employment has increased at a much greater rate for females (10.6%) than for males (5.6%) since June 1991. While trend employment for males initially decreased after the 1990-91 recession, trend employment for females remained relatively unchanged. Since June 1993, both males and females have experienced significant rises in trend employment, with trend employment for females increasing at a greater rate.

INDEX OF EMPLOYED PERSONS : TREND SERIES (JUNE 1991 = 100.0)



Source: Labour Force, Australia (6203.0)

Since June 1991, females have accounted for 57.8% of the increase in trend employment, increasing 341,800 to 3,564,800 in June 1995. In contrast, trend employment for males increased 249,200 to 4,687,000 in June 1995.

FULL-TIME AND PART-TIME EMPLOYMENT GROWTH

Between June 1991 and June 1995, the growth in trend employment was much greater for part-time workers (17.8%) than for full-time workers (4.8%). Overall, part-time workers accounted for 51.7% of the increase in trend employment.

EMPLOYMENT GROWTH: TREND SERIES, JUNE 1991 TO JUNE 1995

	Employment		Employment growth	
	June 1991	June 1995		
	'000	'000	'000	%
Males				
Full-time workers	4 035.1	4 180.5	145.4	3.6
Part-time workers	402.7	506.5	103.8	25.8
Females				
Full-time workers	1 913	2 053.1	140.1	7.3
Part-time workers	1 310	1 511.7	201.7	15.4
Total	7 660.8	8 251.8	591.0	7.7

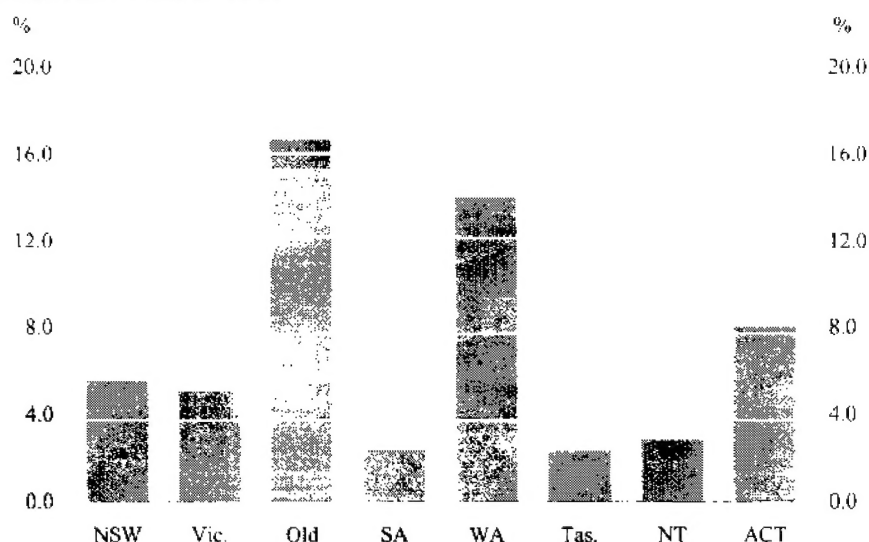
Source: Labour Force, Australia (6203.0)

The largest contribution to growth in trend employment was from part-time females, accounting for 34.1% (201,700) of the increase in trend employment. Although trend employment has increased at a much greater rate for part-time males, they accounted for only 17.6% (103,800) of the increase in trend employment, reflecting their relatively small share of total employment.

STATE EMPLOYMENT GROWTH

Since the 1990-91 recession, trend employment has increased in all States and Territories. Queensland (16.6%) and Western Australia (14.0%) experienced the highest rates of growth in trend employment, while South Australia (2.4%), Tasmania (2.3%) and the Northern Territory (2.8%) all experienced rates of growth in trend employment well below the national average of 7.7%.

EMPLOYMENT GROWTH: STATES AND TERRITORIES, TREND SERIES,
JUNE 1991 TO JUNE 1995



Source: Labour Force, Australia (6203.0)

EMPLOYMENT GROWTH BY OCCUPATION

All major occupation groups experienced employment growth between May 1991 and May 1995. Employment growth was greatest for the major occupation group of Salespersons and personal service workers (21.4%), followed by Professionals (12.7%). These two groups accounted for 71.1% of total employment growth.

EMPLOYMENT GROWTH: MAJOR OCCUPATION GROUPS, ORIGINAL SERIES,
MAY 1991 TO MAY 1995

Major occupation group	Employment		Employment growth	
	May 1991	May 1995		
	'000	'000	'000	%
Managers and administrators	853.0	881.3	28.3	3.3
Professionals	1 019.4	1 149.1	129.7	12.7
Para-professionals	457.2	466.8	9.6	2.1
Tradespersons	1 150.4	1 192.4	42.0	3.7
Clerks	1 336.4	1 347.9	11.5	0.9
Salespersons and personal service workers	1 144.1	1 389.2	245.1	21.4
Plant and machine operators, and drivers	563.8	581.7	17.9	3.2
Labourers and related workers	1 179.7	1 222.5	42.8	3.6
All occupations	7 703.8	8 230.8	527.0	6.8

Source: Labour Force, Australia (6203.0)

Overall, females accounted for almost two-thirds (66.1%) of the employment growth for Salespersons and personal service workers, with part-time females contributing 38.6% (94,500) of the total employment growth within this occupation.

Similarly, females accounted for 63.6% of the employment growth for Professionals, although in this case employment growth for full-time females was more significant, contributing 48.8% (63,300) of the total employment growth within this occupation.

EMPLOYMENT GROWTH BY INDUSTRY

Between May 1991 and May 1995, the fastest growing industries were Cultural and recreational services (24.6%), Property and business services (23.5%) and Accommodation, cafes and restaurants (16.7%). Property and business services also made the greatest contribution (150,800) to total employment growth, followed by Retail trade (96,700) which is one of the largest industries in terms of employment. In the Property and business service industry, full-time workers accounted for 65.2% (98,300) of the total employment growth within this industry, while in the Retail trade industry employment growth for part-time workers was more significant, contributing 84.0% (81,200) of the total employment growth within this industry.

EMPLOYMENT GROWTH: INDUSTRY DIVISION, ORIGINAL SERIES MAY 1991 TO MAY 1995

Industry division	Employment		Employment growth	
	May 1991	May 1995		
	'000	'000	'000	%
Agriculture, forestry and fishing	426.4	395.8	-30.6	-7.2
Mining	88.4	88.9	0.5	0.6
Manufacturing	1 087.1	1 107.3	20.2	1.9
Electricity, gas and water supply	101.6	83.9	-17.7	-17.4
Construction	545.3	605.8	60.5	11.1
Wholesale trade	497.3	518.1	20.8	4.2
Retail trade	1 102.8	1 199.5	96.7	8.8
Accommodation, cafes and restaurants	337.5	393.9	56.4	16.7
Transport and storage	392.6	385.5	-7.1	-1.8
Communication services	140.2	153.0	12.8	9.1
Finance and insurance	352.6	320.9	-31.7	-9.0
Property and business services	641.1	791.9	150.8	23.5
Government administration and defence	354.3	370.4	16.1	4.5
Education	532.3	578.6	46.3	8.7
Health and community services	664.1	746.6	82.5	12.4
Cultural and recreational services	155.5	193.7	38.2	24.6
Personal and other services	284.7	297.0	12.3	4.3
Total	7 703.8	8 230.8	527.0	6.8

Source: *Labour Force, Australia* (6203.0)

Over this period, there have been falls in employment in several industries, the most notable being Electricity, gas and water supply (17.4%), although the greatest contribution to the fall in employment occurred in Finance and insurance (31,700) and Agriculture, forestry and fishing (30,600). In the Finance and insurance industry, positive employment growth for part-time workers (16,100) was more than offset by negative employment growth for full-time workers (47,800).

ADDITIONAL INFORMATION

For more information on the Labour Force Survey, see *Labour Force Australia* (6203.0).

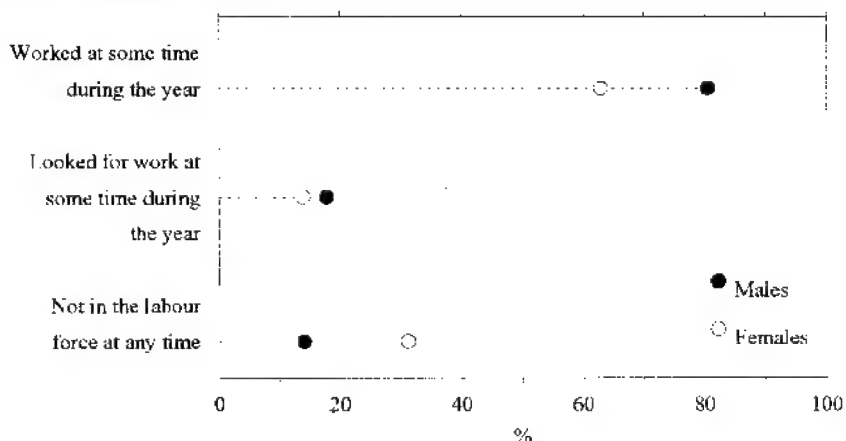
LABOUR FORCE EXPERIENCE OVER 12 MONTHS

OVERVIEW

In February 1995, Australia's civilian population included 12.4 million persons aged 15–69 years. Of these persons, during the 12 months ending February 1995:

- 8.9 million (81% of males and 63% of females) worked at some time during the year, including 5.8 million who worked all 52 weeks;
- 2.0 million (18% of males and 14% of females) looked for work at some time during the year and of these persons, 296,000 looked for all 52 weeks; and
- 5.6 million (32% of males and 57% of females) were not in the labour force at some time during the year, including 2.8 million who were out of the labour force for all of the year.

PERSONS AGED 15–69 YEARS: LABOUR FORCE EXPERIENCE DURING THE YEAR ENDING FEBRUARY 1995



Some 9.6 million Australians aged between 15–69 years had been in the labour force (that is, either worked or looked for work) at some time during the year ending February 1995. Of these people, 6.1 million spent the whole year in the labour force.

EMPLOYMENT

The proportion of the population aged 15–69 years who worked at some time during the year to February 1995 was 72%. This result was the highest recorded since March 1991.

FULL-TIME/PART-TIME WORK

Some 6.0 million (48%) persons aged 15–69 years had worked on a full-time basis only. By comparison, in 1990, 53% had worked only on a full-time basis. The proportion of males who worked at some time, but worked only full time has decreased from 72% in 1990 to 66% in 1995. For females there has been a decrease from 34% to 31% over this period.

MALE AND FEMALE PARTICIPATION

Over the year to February 1995, 86% of males participated in the labour force at some time, the highest rate recorded since March 1991. For females, 69% participated in the labour force over the year to February 1995, which is the highest rate ever recorded.

ACTIVITY WHILE NOT IN
THE LABOUR FORCE

For males, the most commonly reported main activity while not in the labour force was 'Attended an educational institution' (27%), followed by 'Retired or voluntarily inactive' (26%).

For females, the most commonly reported main activity while not in the labour force was 'Home duties/childcare' (59%), followed by 'Attended an educational institution' (15%).

ADDITIONAL INFORMATION

For more information, see the June 1995 edition of monthly *Labour Force, Australia* (6203.0), or the Standard Data Service *Labour Force Experience, Australia, February 1995* (6206.0.40.001).

WEEKLY EARNINGS OF EMPLOYEES

EARNINGS IN ALL JOBS

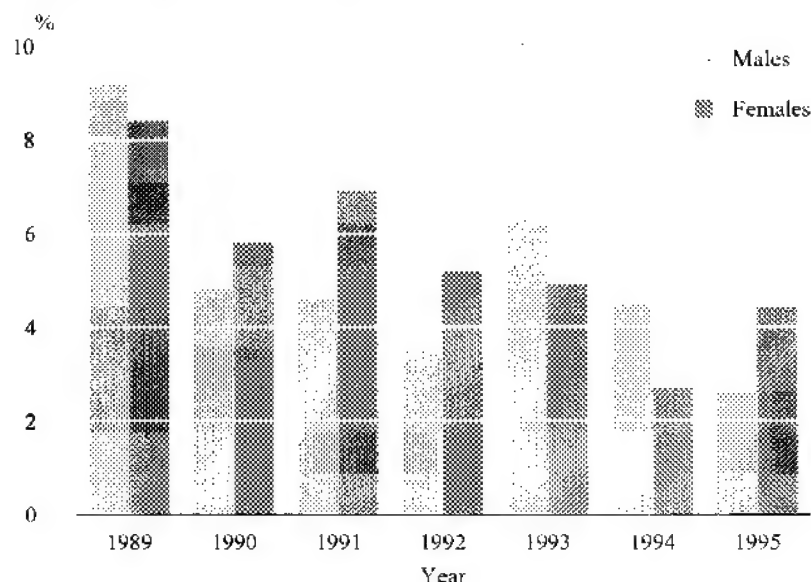
Mean weekly earnings (in all jobs) of male full-time workers increased by 2.6% between August 1994 and August 1995, from \$656 to \$673. This increase was smaller than that for the previous year (4.5%) and in turn was smaller than the average annual increase (5.7% per year) for the previous five year period from August 1988 to August 1993.

For female full-time workers, earnings (in all jobs) increased by 4.4%, from \$527 to \$550 in the 12 months to August 1995. While this percentage increase was higher than that for the previous 12 months (2.7%), it was still smaller than the average (6.2% per year) for the five year period from August 1988 to August 1993.

FULL-TIME EMPLOYEES IN MAIN JOB

In August 1995 the mean weekly earnings of full-time employees were \$672 for males and \$550 for females. For males, the top 20% of full-time employees earned \$869 or more, while the bottom 20% earned \$426 or less. For females, the top 20% earned \$699 or more, while the bottom 20% earned \$382 or less.

ANNUAL PERCENTAGE INCREASE IN MAIN WEEKLY EARNINGS OF FULL-TIME WORKERS, AUGUST 1989 TO AUGUST 1995

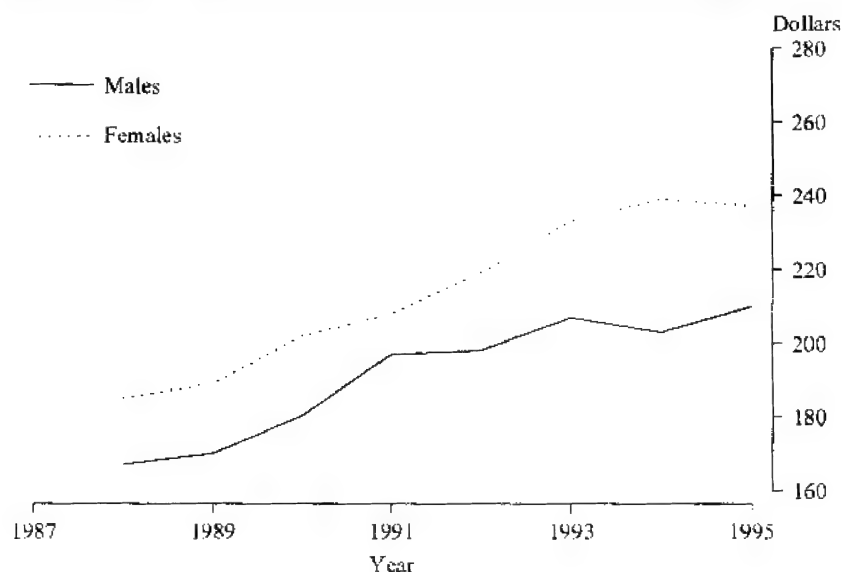


Since August 1988 there has been a 5.1% increase in the total number of full-time employees. In August 1988 four out of every five employees were employed on a full-time basis and they had a mean weekly income of \$403. By August 1995 the proportion had dropped just below three-quarters of all employees and their mean weekly income had risen to \$556.

PART-TIME EMPLOYEES IN MAIN JOB

The number of males employed part-time has more than doubled since August 1988 from 214,400 to 442,100 in August 1995. Over the same period there has been a 46% increase in females employed on a part-time basis, from 914,900 to 1,335,600. Since 1988 the proportion of employees working part time has increased from 19% to 26%.

MEAN WEEKLY EARNINGS OF PART-TIME WORKERS, AUGUST 1988 TO AUGUST 1995



Mean weekly earnings of part-time employees in August 1988 were \$107 for males and \$159 for females. By August 1995 male part-time income had risen to \$229 and for females to \$239.

SECOND JOBHOLDERS

Since August 1988 there has been a 36% increase in the number of employees who hold a second job (as an employee), from 145,700 in August 1988 to 198,100 in August 1995. Their mean weekly earnings from their second job has increased from \$98 in 1988 to \$126 in 1995.

PERMANENT OR CASUAL EMPLOYEES IN MAIN JOB

In August 1995, 18% of males were employed on a casual basis and they received a mean weekly income of \$401. In comparison, 31% of females were employed on a casual basis and received a mean weekly income of \$226 a week. In August 1988, 12% of males and 29% of females were employed on a casual basis and earned \$256 and \$142 respectively.

SUPERANNUATION

Superannuation coverage for full-time employees has continually increased since 1988 when an estimated 61% of employees were covered, rising to 92% by 1992 then to 96% in 1995. For part-time employees the level of coverage also substantially increased over the same period, rising from 14% to 54% then to 69%.

TRADE UNION MEMBERSHIP

Trade union membership has continued the decline of recent years. The proportion of full-time employees who were members of a trade union has fallen from 39% to 36% over the 12 month period ending August 1995. For part-time employees, the proportion has fallen marginally from 23% to 22%, although actual numbers of part-time employees who were members of a trade union increased. For all employees, the proportion who were members of a trade union has fallen from 42% in August 1988 to 33% in August 1995.

ADDITIONAL INFORMATION

For more information, see the Standard Data Service *Weekly Earnings of Employees, (Distribution), Australia, August 1995* (6310.0.40.001)

WORKING ARRANGEMENTS

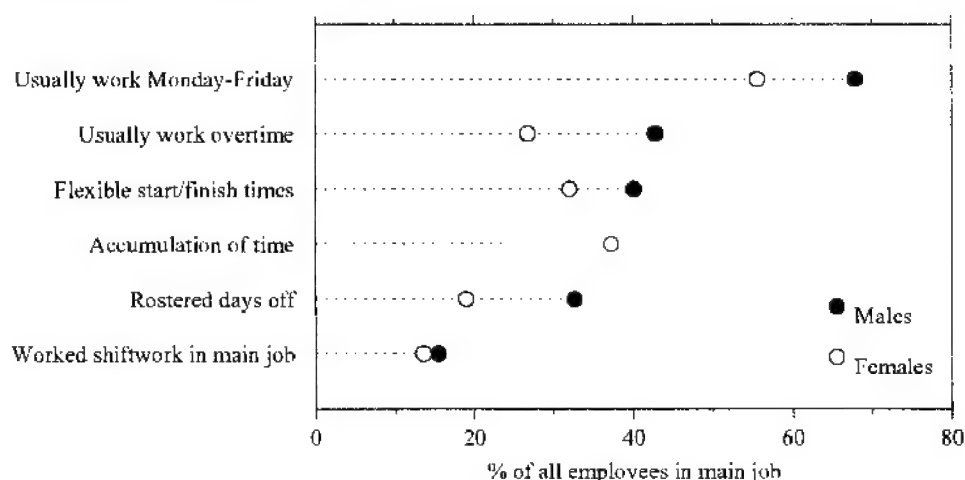
OVERTIME USUALLY WORKED IN MAIN JOB

Of the 6,690,000 employees in Australia in August 1995, 2,441,600 (36%) reported that they worked overtime in their main job on a regular basis. This proportion has increased from the 33% recorded in August 1993.

Occupation groups with the highest proportions of employees who usually worked overtime were Managers and administrators (62%) and Professionals (56%).

Of those employees who worked overtime on a regular basis, 41% received paid overtime for their most recent period of overtime, 35% worked unpaid overtime, 20% had overtime included in their salary package and 4% received time off in lieu.

PROPORTION OF ALL EMPLOYEES PARTICIPATING IN SELECTED WORKING ARRANGEMENTS, AUGUST 1995



FLEXIBILITY OF START AND FINISH TIMES IN MAIN JOB

The survey showed that in August 1995 4,248,300 (64%) employees had fixed start and finish times. Of those who had fixed start and finish times, 21% had negotiated times with their employer (similar to the 20% result in the August 1993 survey). However for 2,441,600 (36%) employees, start and finish times were not fixed. For 23% of employees (up from 21% in August 1993) times were variable daily and for 14% of employees times were variable but not on a daily basis.

ACCUMULATION OF TIME CREDITS IN MAIN JOB

Some 37% of both male and female employees were able to work extra hours in order to take time off work in the future, that is, they were able to accumulate time credits. Full-time employees (39% of males and 42% of females) were more able to accumulate time credits than part-time employees (21% of males and 30% of females).

ROSTERED DAYS OFF

One in three males and one in five females were entitled to a rostered day off. Para-professionals (44% of males and 33% of females) and Tradespersons (43% of males and 33% of females) were the occupation groups with the highest proportion of employees entitled to a rostered day off.

SHIFTWORK

In the four weeks before the survey week, 977,400 (15%) employees had worked shift work. Part-time employees were more likely (17%) to have worked shift work than full-time employees (14%). The two most common arrangements were rotating shift (43%) and regular evening, night or 'graveyard shift' (16%). Occupation groups with the highest proportions of employees who worked shift work were Para-professionals (44%) and Plant and machine operators, and drivers (31%). In comparison, about one in twenty Professionals, Managers and administrators, and Clerks worked shift work in the last four weeks.

DAYS OF THE WEEK USUALLY WORKED

Three-quarters of full-time employees usually worked Monday to Friday in their main job. In contrast, 23% of part-time employees worked Monday to Friday, just over one-third usually worked weekdays, but not Monday to Friday and 5% worked only weekends.

ABSENCES

The survey also provides information on absences from work, showing that some 1.2 million (18%) employees had had an absence from their main job of at least three hours duration in the two weeks prior to the survey. Most absences had been taken on sick leave (52% of males and 54% of females) followed by holiday leave (25% of males and 20% of females). The majority of leave was paid (77% of males and 70% of females).

ADDITIONAL INFORMATION

For more information, see the Standard Data Service *Working Arrangements, Australia, August 1995* (6342.0.40.001).

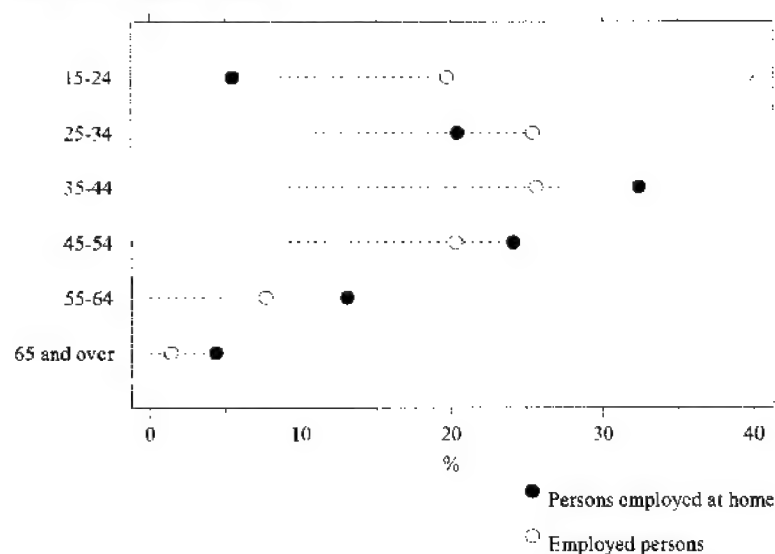
WORKING FROM HOME

In September 1995, an estimated 8,340,600 persons aged 15 years and over were employed, and of these, 2,149,000 persons (26%) worked some hours at home. Some 343,000 persons were employed at home, that is, they worked more hours at home than elsewhere in either their main or second job. This was an increase of 35,400 or 11.5% since March 1992. Although the estimated number of persons employed at home has increased since the last survey, the proportion of persons employed at home remains steady at 4% of all employed persons.

AGE

Of employed persons, the proportion employed at home increased with age. Just over 1% of employed persons aged 15-24 were employed at home, while the corresponding proportion for 35-44 year olds was 5% and for those aged 55 and over, 8%.

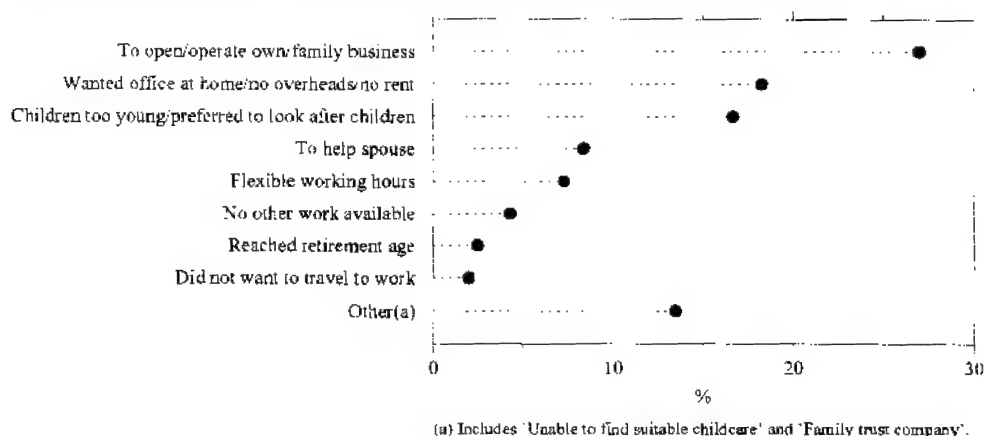
PERSONS EMPLOYED AT HOME AND TOTAL EMPLOYED PERSONS: PROPORTION BY AGE, SEPTEMBER 1995



MAIN REASONS FOR WORKING AT HOME

Results of the September 1995 survey also showed that over twice as many women (230,700 or 6.4% of all employed females) were employed at home than men (112,600 or 2.4% of all employed males). The most common reason women gave for beginning to work at home was to open or operate their own or a family business (29%) whereas for men the most common reason was that they wanted their office at home, no overheads, or no rent (31%).

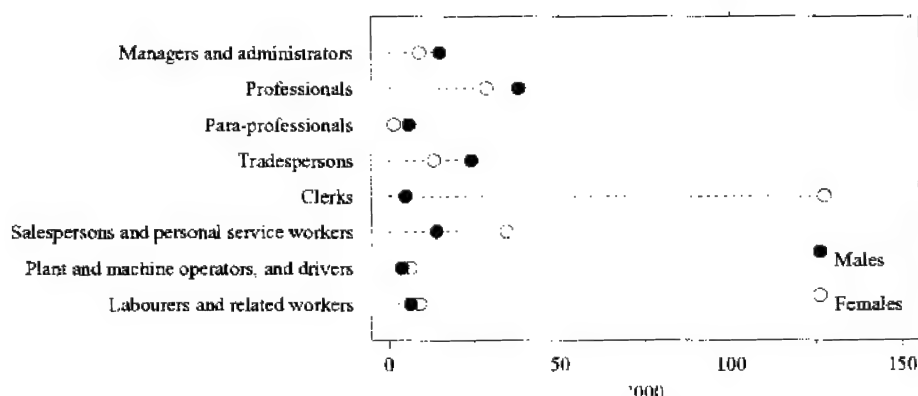
PERSONS EMPLOYED AT HOME: MAIN REASON BEGAN WORKING AT HOME,



OCCUPATION

Clerks made up the largest occupation group with 39% (132,300), a figure which remains unchanged since March 1992. Of this group, female clerks represented 127,400 or an increase of 14,000 (12%), and male clerks represented 4,900 which was a decrease of 2,700 (36%) compared to the 1992 survey. Females now comprise 96% of this occupation group. More males were employed at home as managers and administrators, professionals, and tradespersons.

PERSONS EMPLOYED AT HOME: OCCUPATION, SEPTEMBER 1995



INDUSTRY

The industries with the highest numbers of persons employed at home were Property and business services (69,500 persons) and Construction (50,300 persons). These represent 20.2% and 14.7% respectively of all persons employed at home in September 1995.

EMPLOYEES EMPLOYED
AT HOME

In September 1995, 125,900 persons aged 15 and over were employees employed at home. As a proportion of all persons employed at home, this group remains unchanged at 37% since March 1992. Of these persons:

- 35% usually worked 35 hours or more at home (unchanged since March 1992);
- 31% were permanent employees (down from 44% March 1992);
- 72% were not provided with paid sick leave and 71% were not provided with paid holiday leave (up from 63% and 59% respectively since March 1992);
- 58% were covered by superannuation provided by their current employer (an increase of 22% since March 1992);
- 54% were covered by workers' compensation (relatively unchanged from 53% since March 1992); and
- 3.7% were members of a trade union (down from 7.4% since March 1992).

In comparison, of those surveyed in August 1995 about weekly earnings, 6,882,200 persons aged 15 and over were employees in their main job (including those who are employees employed at home). Of these persons:

- 76% were permanent employees;
- 26% were not provided with paid sick leave;
- 26% were not provided with paid holiday leave;
- 87% were covered by superannuation provided by their current employer; and
- 33% were members of a trade union.

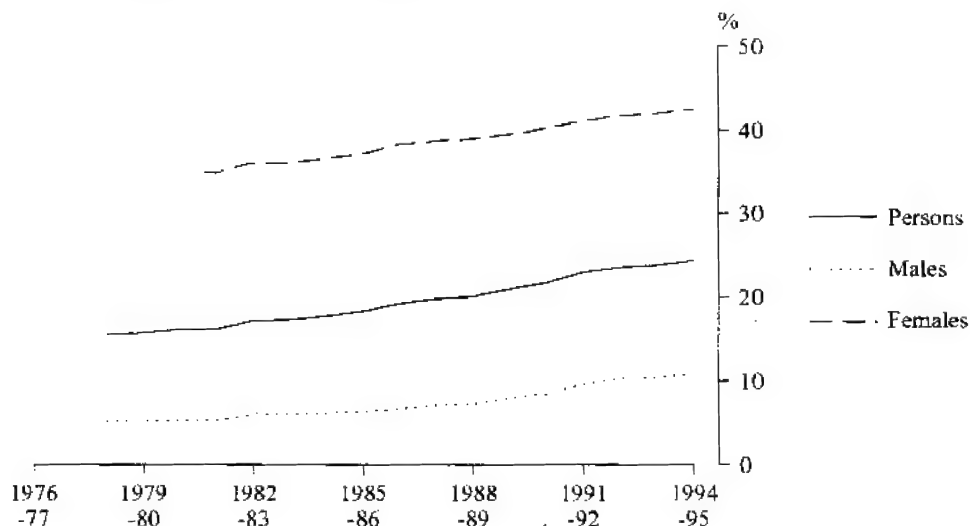
ADDITIONAL INFORMATION

For more information, see *Persons Employed at Home, Australia* (6275.0) and *Weekly Earnings of Employees (Distribution), Australia, August 1995* (6313.0.40.001).

PART-TIME EMPLOYMENT

The proportion of employed persons who are part-time workers has generally increased over the period 1978-79 to 1994-95 from an average 15% to 24%, with some stalling of growth in 1993-94. Part-time workers are defined as employed persons who usually worked 35 hours per week and did so during the survey reference week.

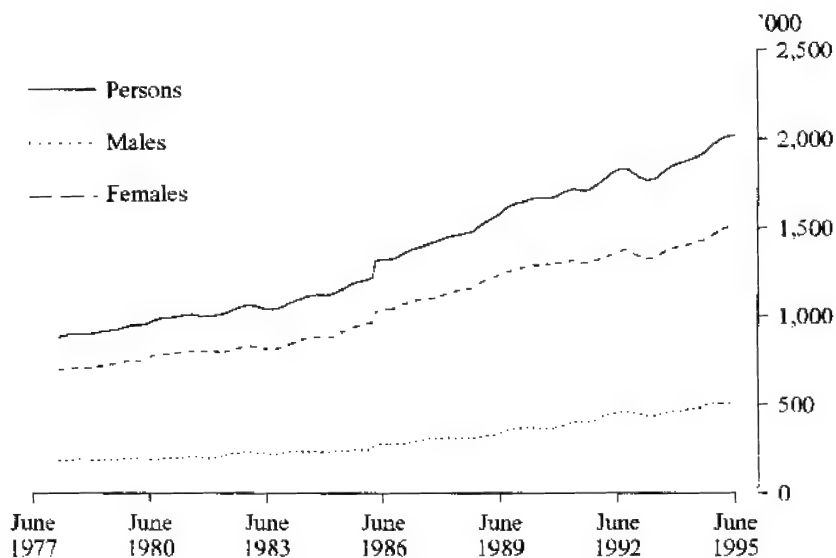
PART-TIME EMPLOYMENT AS A PROPORTION OF TOTAL EMPLOYMENT,
ANNUAL AVERAGES, TREND ESTIMATES



TREND SERIES

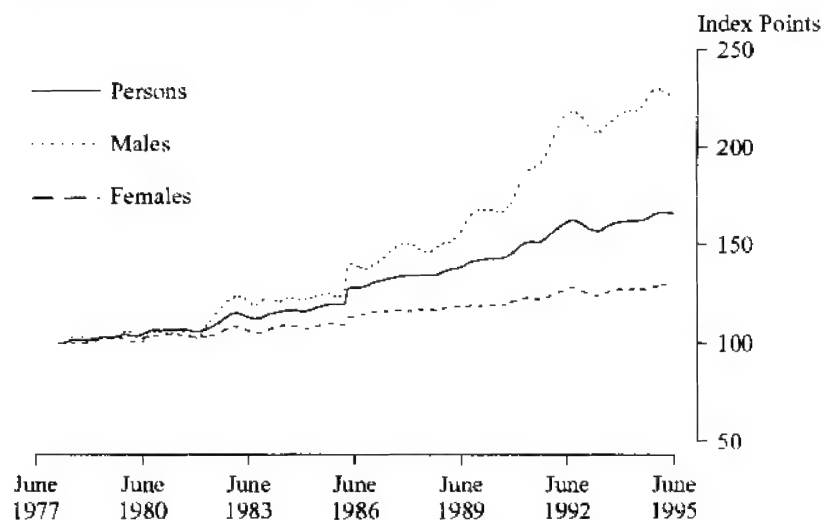
Part-time employment now exceeds 2 million persons. The trend estimate of part-time employment for June 1995 was 2,023,000, an increase of 130,000 persons (6.8%) in the last twelve months.

PART-TIME EMPLOYMENT BY SEX: TREND ESTIMATES



In recent years trend part-time employment increased generally to a peak of 1,833,000 in August 1992, followed by a decline to 1,767,000 in April 1993. The trend has been rising steadily since then.

PART-TIME EMPLOYMENT BY SEX: INDEX
TREND ESTIMATES (FEBRUARY 1978 = 100)



In contrast, trend full-time employment peaked in June 1990, followed by a decline to 5,808,000 in October 1992. The trend has been increasing since then, and now stands at 6,233,000 — slightly above the 1990 peak.

MORE FEMALE PART-TIME WORKERS

Women continue to outnumber men among part-time workers, by some three to one. In June 1995, women represented 75% of all part-time workers. This ratio has gradually declined as the number of male part-time workers has increased at a faster rate. The ratio was 3.7 to 1 in June 1978, with the fall in the ratio occurring most markedly since mid-1988.

The trend-index graph (above) illustrates the rate of growth in male part-time employment, showing a number of periods of strong growth since mid-1988. For women working part time, the rate of growth was less pronounced. However, in the last twelve months, male and female part-time trend estimates each increased by 6.8%.

Male part-time employment as a proportion of total male employment has been increasing markedly in recent years. The ratio has increased from 4.9% of total male employment in June 1978 to 7% in mid-1988, but since then has shown a more rapid rate of increase to 10.8% in June 1995. For females, the ratio of part-time to total employment has also increased, but at a lesser rate than for males, following strong gains in female full-time employment. The ratio now stands at 42% in June 1995, having risen from 33% in June 1978.

AGE DISTRIBUTION

The age distribution of male part-time employment in June 1995 shows that those aged 15–24 held 44% of all male part-time employment. Females in this age group had 24% of female part-time employment. For males the share of part-time employment held decreases with age. For females those aged 35–44 have the greatest share (28%) of female part-time employment.

PART-TIME WORKERS, JUNE 1995

	Age group (years)					
	15-24	25-34	35-44	45-54	55-64	65+
	%	%	%	%	%	%
Maies	43.7	15.1	12.7	10.4	11.2	6.9
Females	23.5	21.3	27.7	19.3	6.8	1.3
Persons	28.5	19.8	23.9	17.1	7.9	2.7

In June 1995, part-time workers aged 15-19 were predominantly (78%) full-time students at school or at a tertiary educational institution. Of persons aged 20-24 who were employed part time, 38% were full-time tertiary students.

GENERAL
CHARACTERISTICS

Some 26% of all part-time workers in June 1995 reported a preference to work more hours. The ratio has declined as the job market has recovered. In May 1993, when full-time employment began to improve, the ratio was 29%.

Not all part-timers who want to work more hours are engaged in active search for full-time work. The proportion was 39.9% in June 1995, compared with 38.8% in May 1993, when opportunities for full-time work were more limited.

Other details of part-time workers in June 1995 were:

- 35% worked for 10 hours or less in the reference week — unchanged for June in the past five years;
- 26% of employed persons born in Australia were employed part time, compared with 22% for employed persons born outside Australia; and
- average hours worked for male and female part-time workers were virtually the same — 15.2 and 15.3 hours respectively.

ADDITIONAL INFORMATION

For more information from the monthly Labour Force Survey, see *Labour Force, Australia* (6203.0).

UNDEREMPLOYED WORKERS

The concept of underemployment embraces two principal forms:

- visible underemployment, involving an insufficient volume of work; and
- invisible underemployment characterised by low income, underutilisation of skill, low productivity and other factors.

The ABS survey of underemployment collects information on visible underemployment among those persons who worked part-time hours in the reference week. The scope of the survey included those part-time workers who would prefer to work more hours and full-time workers who worked part-time hours in the reference week for economic reasons.

PERSONS FULLY EMPLOYED

In September 1995 there were 8,340,600 employed persons aged 15 years and over, of whom 7,772,800 (93%) were satisfied with the hours they worked i.e. were fully employed.

PERSONS NOT FULLY EMPLOYED

Of the 567,800 employed persons who would prefer to work more hours, 499,300 (88%) were usually part-time workers, and 68,500 were full-time workers who worked less than 35 hours in the reference week for economic reasons (because of insufficient work, for example).

Employed persons who want to work more hours may be grouped with unemployed persons to represent all persons not fully employed. In September 1995 unemployed persons numbered 763,300 persons (8.4% of the labour force) and employed persons who wanted to work more hours (567,800) represented 6.2% of the labour force.

These groups are not strictly compatible, however, because more stringent criteria (active job search and availability) are applied to classify persons as unemployed. When similar criteria are applied to those persons usually working part time who would prefer to work more hours, their numbers reduce from 499,300 persons to 224,900 or 2.5% of the labour force.

JOB SEARCH AND AVAILABILITY

Of the 499,300 part-time workers who would prefer to work more hours, 92% had either been looking for work with more hours or were available to start such work within four weeks. Of this group of 459,200 persons:

- 265,000 (58%) persons had been looking for work with more hours and were available to start such work within four weeks (of this group, 224,900, or 85%, were available to start such work in the survey reference week);
- 184,300 (40%) had not been looking for work with more hours but were available to start such work within four weeks. Of these, an estimated 129,700 or 70%, were available to start such work in the survey reference week; and
- 10,000 (2%) were looking for work with more hours but were not available to start such work within four weeks.

AGE

Persons who would prefer to work more hours were over represented in the younger age groups. Some 33% of persons who would prefer to work more hours were aged 15-24 years compared with only 19% of fully employed workers.

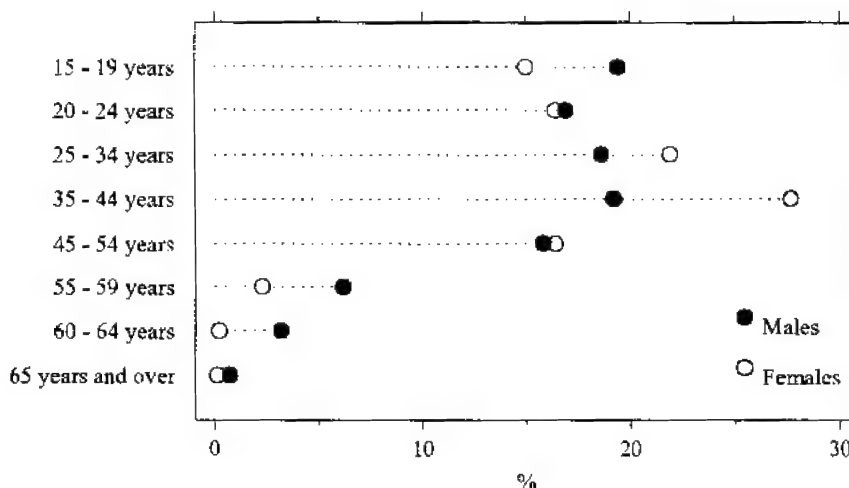
Of the 567,800 persons who worked part-time hours and preferred to work more hours:

- 33% were aged 15-24 years;
- 45% were aged 25-44 years; and
- 22% were aged 45 years and over;

and of the 7,772,800 persons who were fully employed:

- 19% were aged 15-24 years;
- 51% were aged 25-44 years; and
- 30% were aged 45 years and over.

PROPORTION OF EMPLOYED PERSONS WHO WOULD PREFER TO WORK MORE HOURS, BY AGE, SEPTEMBER 1995



EXTRA HOURS ON OFFER

The sum of the preferred number of extra hours reported for the 404,600 workers who had either been looking for work with more hours or were available to start such work in the reference week was 6,880,000 hours per week. In total, males would have preferred to work an extra 3,077,700 hours per week and females an extra 3,802,300 per week. On average, males in this group would have preferred to work an extra 19.3 hours per week, and for females the estimate was 15.5 hours.

ADDITIONAL INFORMATION

For more information, see *Underemployed Workers, Australia, September 1995* (6265.0.40.001).

LONG-TERM UNEMPLOYMENT TRENDS

TREND ESTIMATES

In trend terms, estimates of unemployed persons declined from a peak in September 1993 to June 1995. A slight increase in the number of unemployed persons occurred between June and December 1995.

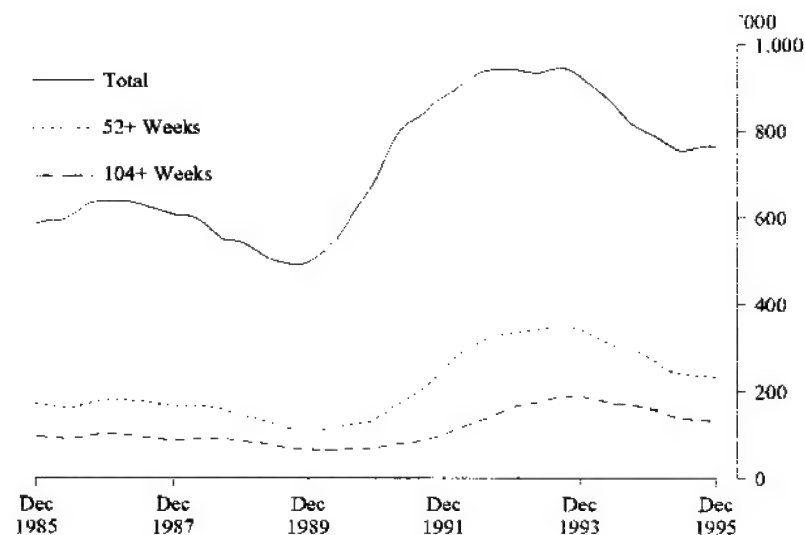
Estimates of those unemployed for one year or more and persons unemployed for two years or more have both declined from their peaks recorded in October and November 1993, respectively.

In the twelve months to December 1995, the level of long-term unemployment declined by 17.5% (a fall of 49,700) compared with the fall of 4.4% (34,800) recorded for all unemployed persons.

In the second half of the year, the declining trend for long-term unemployment has slowed. In the first quarter of 1995, monthly decreases in trend estimates of the long-term unemployed lay in the range of -9,100 to -10,200, while in the last quarter, the changes were in the range of +700 to 2,200.

Trend estimates for persons unemployed for 104 weeks or more fell by 29,800 in 1995.

UNEMPLOYED PERSONS: TREND ESTIMATES



UNEMPLOYED 1 YEAR OR MORE

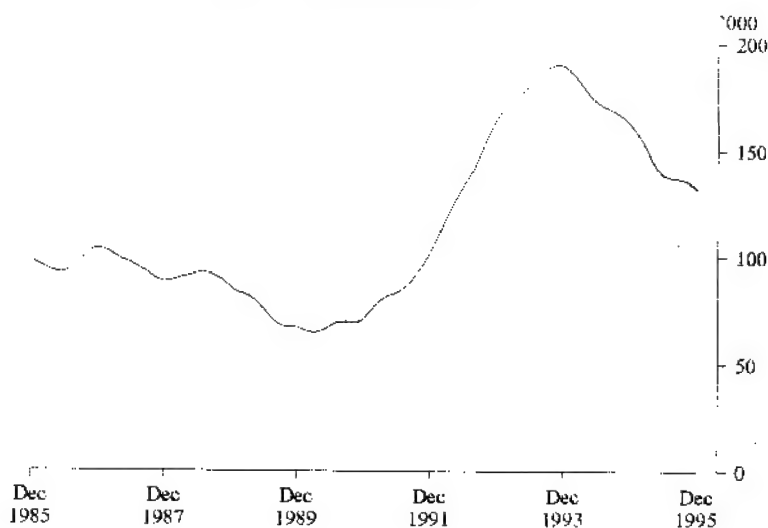
Trend estimates of persons unemployed for 52 weeks or more fell to a low of 113,800 in November 1989 (the lowest level since late 1982) before rising rapidly to a peak of 351,400 in October 1993. In December 1995, the trend estimate of long-term unemployed persons was 234,200 a fall of 33.3% since the October 1993 peak.

In December 1995, the proportion of all unemployed persons who had been unemployed for 52 weeks or longer was 30.6%, the lowest rate since February 1992. It has declined by 6.7 percentage points since the peak of 37.3% recorded in November and December 1993, and by 5.7 percentage points since last October's high point of 36.3%. In recent years, long-term unemployment as a proportion of total unemployment was at its lowest (20%) in November 1990.

UNEMPLOYED 2 YEARS OR MORE

The number of persons unemployed for 104 weeks or more stood at a three-year low of 134,900 in December 1995 after falling by 18.1% in the last 12 months. The number of persons unemployed for 2 years or more has decreased by 29.6% since the November 1993 peak of 191,500.

UNEMPLOYED PERSONS: TREND ESTIMATES



ADDITIONAL INFORMATION

For more information from the monthly Labour Force Survey, see *Labour Force, Australia* (6203.0).

JOB SEARCH EXPERIENCE OF UNEMPLOYED PERSONS

MAIN DIFFICULTIES FINDING WORK

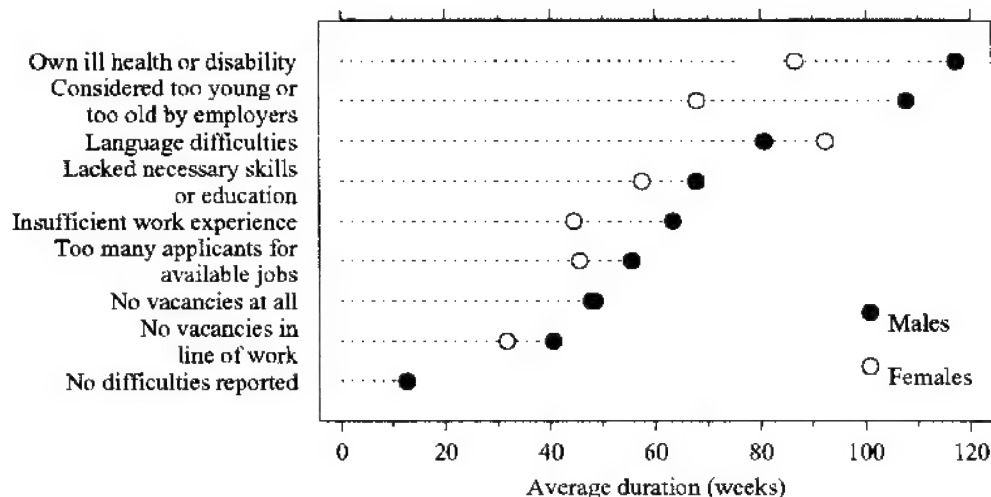
Perceived lack of job opportunities

In July 1995 the main difficulties unemployed persons had in finding work centered on their perceived lack of job opportunities. Some 33% of unemployed persons in July 1995 gave as their main difficulties in finding work 'no vacancies at all', 'no vacancies in line of work', or 'too many applicants for available jobs'.

Ill health

Unemployed males who reported 'Own ill health or disability' as their main difficulty in finding work had the longest average duration of unemployment (107 weeks), followed by 'Considered too young or too old by employers' (94 weeks) and 'Language difficulties' (85 weeks).

UNEMPLOYED PERSONS: SELECTED MAIN DIFFICULTIES IN FINDING WORK BY AVERAGE DURATION OF UNEMPLOYMENT, JULY 1995



Age

Age-related reasons were given by 15% of unemployed persons, particularly those in the older age groups. Some 38% of those aged 45-54 years and 63% of those aged 55 years and over reported 'considered too old by employers' as their main difficulty in finding work.

Lack of experience

Younger unemployed persons were more likely to perceive lack of work experience as their major barrier to finding work. Some 20% of unemployed persons aged 15-19 years and 21% of those aged 20-24 reported 'insufficient work experience' as their main difficulty in finding work.

Characteristics of
unemployed

Other findings from the survey showed that in July 1995:

- 79% of unemployed persons reported that they were registered with the CES. Of those unemployed persons seeking full-time work, 87% were registered.
- Unemployed persons without post-school qualifications had been unemployed, on average for 13 weeks more than those with post-school qualifications (66 weeks compared to 53 weeks).
- 37% of unemployed persons would have moved interstate if they were offered a job, and 26% were prepared to move intrastate; and
- 65% of unemployed persons who were employees in their last full-time job and who ceased that job in the last twelve years, reported leaving that job involuntarily, with the majority (70%) of those persons stating they were retrenched.

ADDITIONAL INFORMATION

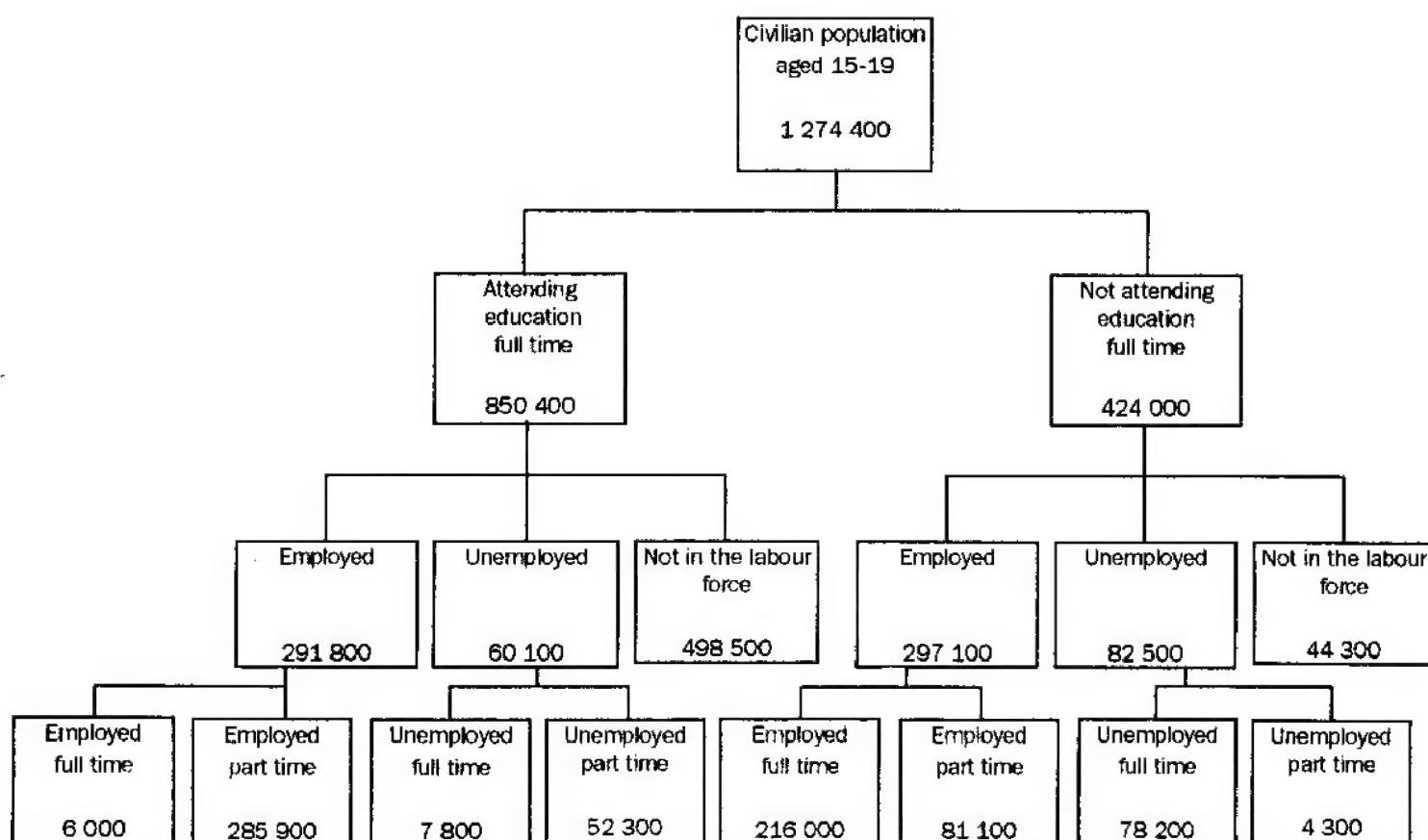
For more information, see *Job Search Experience of Unemployed Persons, Australia, July 1995* (6222.0.40.001).

THE YOUTH LABOUR MARKET

In a number of important respects, the youth labour market displays different characteristics to the adult labour market. Young people have, for example, higher levels of job mobility, lower average incomes and a different occupation profile to the rest of the working age population. It is also during these years that the transition from full-time education to employment occurs for most people. Consideration of this feature can be useful in interpreting youth labour market activity.

The youth population is defined in ABS publications as 15–24 year olds, with a distinction made for the teenage subgroup, those aged 15–19. For labour market analysis, the teenage group is often the focus of interest with much public debate and government policy relating to this population group.

LABOUR FORCE STATUS AND FULL-TIME EDUCATIONAL ATTENDANCE: 15–19 YEARS
OLDS, JUNE 1996



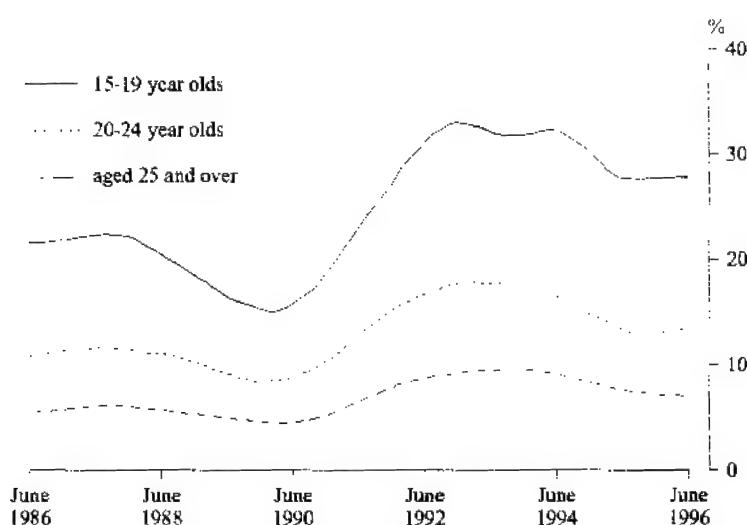
FULL-TIME UNEMPLOYMENT RATE

The full-time unemployment rate is a key measure of unemployment as it indicates the aspirations of those that wish to participate in full-time employment and who are actively seeking, and available to start full-time work. The teenage full-time unemployment rate is the number of 15-19 year olds seeking full-time work, divided by the number of 15-19 year olds in the full-time labour force (employed full time plus unemployed seeking full-time work), expressed as a percentage.

An occasional misconception of the full-time unemployment rate is that a rate of, say, 28.0% means that almost 1 in 3 teenagers are unemployed. Rather, this measure indicates that approximately 1 in 3 of the full-time teenage labour force is unemployed.

As seasonally adjusted and trend data are not available for 20-24 year olds, the following comparison is based on 12 month moving averages of original data.

FULL-TIME UNEMPLOYMENT RATE: MOVING ANNUAL AVERAGES



After reaching a peak of 33.0% in December 1992, the average teenage full-time unemployment rate fell to 31.7% in November 1993, before rising again, to 32.3% in May 1994. The average then fell to a low point of 27.6% in September 1995 and has remained relatively unchanged since then, to stand at 27.8% (representing an average of 92,400 teenagers) in the 12 months to June 1996.

Analysis of 20-24 year old full-time unemployment shows that historically, the rate has been below that for teenagers, but above the adult rate. The average rose from a low point of 8.4% (for the 12 months to December 1989) before rising to a peak of 17.9% in February 1993. The ratio subsequently fell, until September 1995, and has since risen slightly to stand at 13.3% (or an average 122,300 persons aged 20-24 years) for the 12 months ended June 1996.

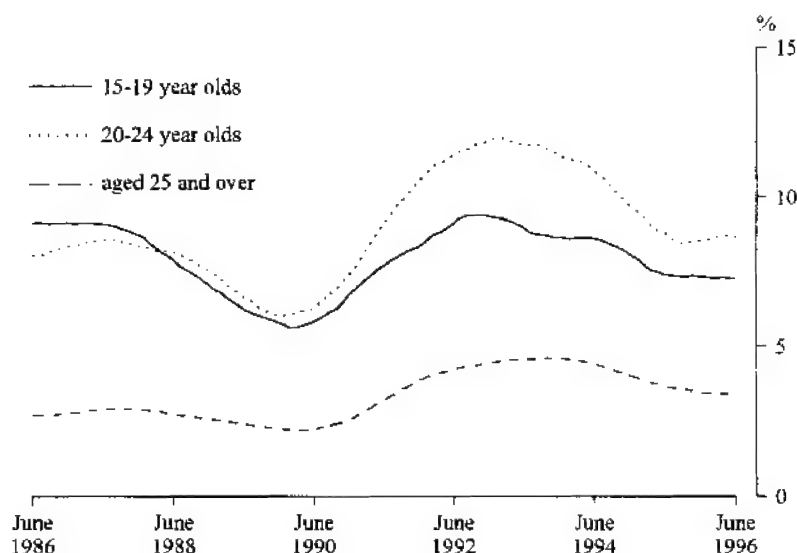
FULL-TIME UNEMPLOYMENT TO POPULATION RATIO

The overall movement in the full-time unemployment rate for persons aged 25 years and over was less marked than the movements for teenagers or 20-24 year olds. The average full-time unemployment rate for persons aged 25 years and over rose from a low point of 4.6% in April 1990, to a peak of 9.6% in October and November 1993, a much weaker rise than those experienced by either the teenage or 20-24 year old populations. The rate then declined steadily to a low point of 7.1% in early 1996, and has remained steady since then. In the 12 months to June 1996, the rate for those aged 25 and over was 6.2 percentage points lower than the 20-24 year old average rate, and 20.8 points lower than the teenage rate.

An additional measure that may assist understanding of the teenage labour market is the full-time unemployment to population ratio. For any selected population this ratio shows the unemployed who are looking for full-time work as a percentage of the civilian population in the same group.

Such a ratio can provide an indication of the extent to which unemployment is experienced by the entire teenage population, compared with the teenage labour force.

FULL-TIME UNEMPLOYMENT TO POPULATION RATIO, MOVING ANNUAL AVERAGES



For teenagers, a full-time unemployment to population ratio of say 10.0%, means that 1 in 10 teenagers are unemployed and looking for full-time work.

In original terms, the annual average teenage full-time unemployment to population ratio rose from a low of 5.7% in early 1990 to a peak of 9.4% in the 12 months to November 1992. The average then fell steadily over the next year or so, to 8.6% in early 1994. The ratio continued to fall at a much slower rate, and by June 1996 stood at 7.3%, the lowest level since early 1991.

For 20-24 year olds seeking full-time work, the average unemployment to population ratio overtook the teenage ratio in April 1988, during a period of falling unemployment. In contrast with the changes observed for the full-time unemployment rate for teenagers above, the movements in the 20-24 year old unemployment to population ratio are much more pronounced in recent years. In average terms, the 20-24 year old ratio fell to a low point of 6.1% in December 1989, before rising to a peak of 12.0% in early 1993. The rate fell steadily for almost three years, to 8.5% in September 1995, and has since risen to 8.7% in the 12 months to June 1996, 1.4 percentage points higher than the equivalent teenage ratio.

Again, the movement in the average full-time unemployment to population ratio for those aged 25 and over was less marked than for teenagers or 20-24 year olds. Rising from a low of 2.2% in the 12 monthly average to March 1990, the unemployment to population ratio of persons aged 25 years and over rose gradually to 4.6% in November 1993. The ratio then began to decline slowly and by June 1996 had fallen to 3.4%, 3.9 and 5.2 percentage points lower than the equivalent teenage and 20-24 year old ratios, respectively.

PART-TIME UNEMPLOYMENT

Combining part-time employment with full-time education is a common practice for a large number of teenagers — approximately one-third of all teenagers in full-time education also have a part-time job. Of the 142,600 unemployed teenagers in June 1996, 56,500 were looking for part-time employment. Some 93% of those looking for part-time employment were also involved in full-time education.

The part-time unemployment rate for teenagers (or the number of teenagers seeking part-time work, as a proportion of all teenagers in the part-time labour force) was 13.3% in June 1996. By comparison, the rates for 20-24 year olds and those aged 25 years and over were 7.6% and 5.0%, respectively.

OTHER MEASURES

There are a number of other measures that can be extracted from Labour Force Survey data to assist with the analysis of the youth labour market. The labour force behaviour of teenagers (and to a lesser degree, 20-24 year olds) is characterised by high levels of full-time attendance at educational institutions, so a measure which takes into account both full-time educational attendance and labour market participation is useful.

One such measure involves combining teenagers attending educational institutions on a full-time basis with those teenagers who are not attending educational institutions full time but are in the full-time labour force (either employed full time or looking for full-time work). These teenagers could be described as being 'fully active'. In June 1996, the proportion of 'fully active' teenagers in the teenage population was 89.8%. An additional 6.7% of all teenagers, while not attending educational institutions full time, were either employed part time or looking for part-time work. On the same basis, the proportion of 'fully active' persons aged 20-24 in the total population for this age group was 78.6% in June 1996. A further 11.7% of all persons aged 20-24, while not attending educational institutions full time, were either employed part time or looking for part-time work.

ADDITIONAL INFORMATION

For more information from the monthly Labour Force Survey, see *Labour Force, Australia* (6203.0).

INCREASE IN DISCOURAGED JOBSEEKERS

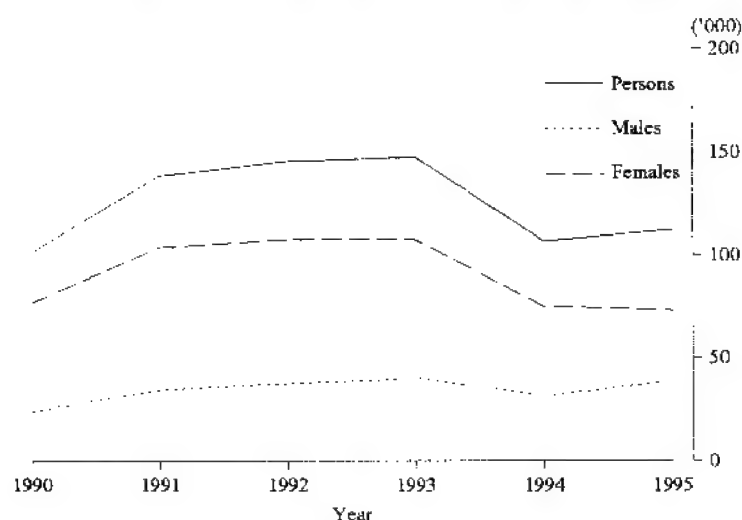
PERSONS NOT IN THE LABOUR FORCE

In September 1995 the number of persons not in the labour force aged 15–69 years (excluding institutionalised persons and boarding school pupils) was 3,566,300. They comprised 28% of the civilian population in this age group — a proportion that has remained virtually unchanged since 1990.

Main activity Two-thirds of these persons were female whose main activity was 'home duties' (65%), followed by 'attending an educational institution' (14%) and 'retired or voluntarily inactive' (11%). By comparison, the most common main activity for males who were not in the labour force were 'retired or voluntarily inactive' (37%), 'attending an educational institution' (30%) and 'own illness, injury, disability or handicap' (19%).

Discouraged jobseekers The number of discouraged jobseekers at September 1995 was 111,900, a slight increase of 5,400 persons from September 1994. The proportion of discouraged jobseekers as a component of all persons not in the labour force remained unchanged at 3%.

DISCOURAGED JOBSEEKERS, SEPTEMBER 1990 TO SEPTEMBER 1995



Of the 72,900 females who were discouraged jobseekers:

- 3% were aged 15–24 years;
- 64% were aged 25–54 years; and
- 33% were aged 55–69 years.

In comparison, of the 39,000 males who were discouraged jobseekers:

- 13% were aged 15–24 years;
- 21% were aged 25–54 years; and
- 66% were aged 55–69 years.

Some 46% of male discouraged jobseekers had looked for work in the past 12 months and 59% intended to look for work in the next 12 months. For female discouraged jobseekers, 35% had looked for work in the previous 12 months, and 55% intended to look or might look for work in the next 12 months.

The ratio of male discouraged jobseekers to total male unemployment ranged from 6.5% (in 1994) to 7.1% (in 1993) between 1990 and 1994, however in 1995 the ratio increased 1.9 percentage points to 8.4%. For females the ratio was steady at 29% or 30% between 1990 and 1993, then dropped to 22% in 1994 before increasing to 24% in 1995.

ADDITIONAL INFORMATION

For more information, see *Persons not in the Labour Force, Australia, September 1995* (6220.0.40.001).

DECLINE IN PERSONS RE-ENTERING THE LABOUR MARKET

PERSONS WHO HAD RE-ENTERED THE LABOUR FORCE

In July 1995, there were 559,300 persons who were working or looking for work who had not been in the labour force 12 months earlier. Some 313,400 (56%) of these persons had never worked continuously for a period of 12 months or more.

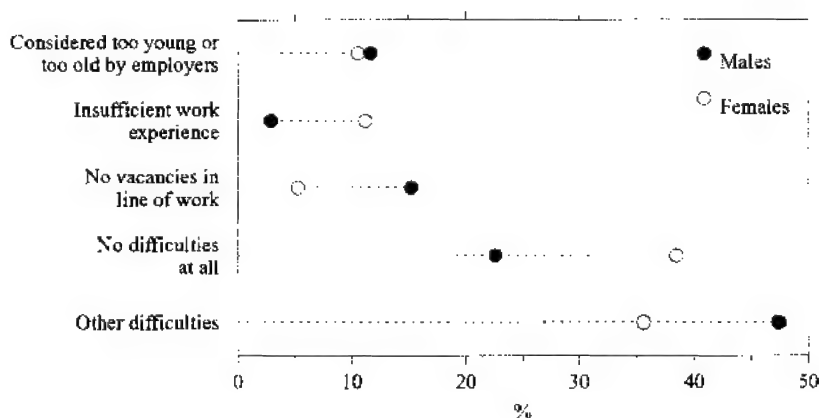
A further 245,800 persons who were working or looking for work in July 1995 but were not in the labour force 12 months ago, had worked continuously for a period of 12 months or more at some time. Of these, 105,700 persons (43%) re-entered the labour force after spending at least a year away from it. These 're-entrants' had worked continuously for a period of 12 months or more at some earlier time. Re-entrants represented 1.2% of the labour force at July 1995.

There were some 7.6% fewer re-entrants in 1995 than in 1993. Over the same period, the proportion of re-entrants who were looking for work declined from 40% in 1993 to 24% in 1995.

Of the 80,600 re-entrants who were working in July 1995, 71% (57,400) were part-time workers. An estimated 62,900 re-entrants were working as employees. Of these, 40% earned a gross weekly wage of \$160 or less.

In July 1995, 35% of re-entrants who had looked for work in the last 12 months reported having no difficulties at all in finding work, compared with 26% in May 1993.

RE-ENTRANTS WHO HAD LOOKED FOR WORK IN THE LAST 12 MONTHS: MAIN DIFFICULTY IN FINDING WORK, JULY 1995



In July 1995, 81% (86,000) of re-entrants were females. Some 45% (38,500) of female re-entrants stated that they had left their previous job because of pregnancy or to have children.

Some 84% (72,300) of female re-entrants reported that their main activity while they had been out of the labour force had been home duties/childcare. For male re-entrants, 30% (5,900) reported that their main activity had been attending an educational institution.

MAIN REASON FOR WANTING TO WORK AGAIN

For all re-entrants 'financial reasons' was the most frequently reported main reason for wanting to work again, given by 54% of female re-entrants and 52% of male re-entrants.

ADDITIONAL INFORMATION

For more information, see *Persons who have Re-entered the Labour Force, Australia, July 1995* (6264.0.40.001)

HOURS WORKED

AVERAGE HOURS

The onset of the 1990-91 recession and the period of sustained economic growth which followed, resulted in considerable changes to both the level of employment and the amount of hours worked in Australia. Between 1989 and 1995, the total number of hours worked increased 6.4%, from 268.2 to 285.3 million per week, reflecting both population growth and increases in labour force participation. Employment increased by a similar amount (6.7%) over this period, and hence average weekly hours worked remained relatively unchanged, falling slightly from 34.7 to 34.6 hours per week.

CHANGE IN AVERAGE HOURS WORKED: FULL-TIME AND PART-TIME STATUS ANNUAL AVERAGES, 1989 TO 1995

	Average hours worked		Change in average hours worked	
	1989	1995	hrs	%
Males				
Full-time workers	41.2	42.4	1.2	3.0
Part-time workers	14.7	15.2	0.5	3.3
Females				
Full-time workers	37.0	37.9	0.9	2.4
Part-time workers	14.9	15.4	0.4	2.9
Total	34.7	34.6	-0.1	-0.3

Source: Labour Force, Australia (6203.0)

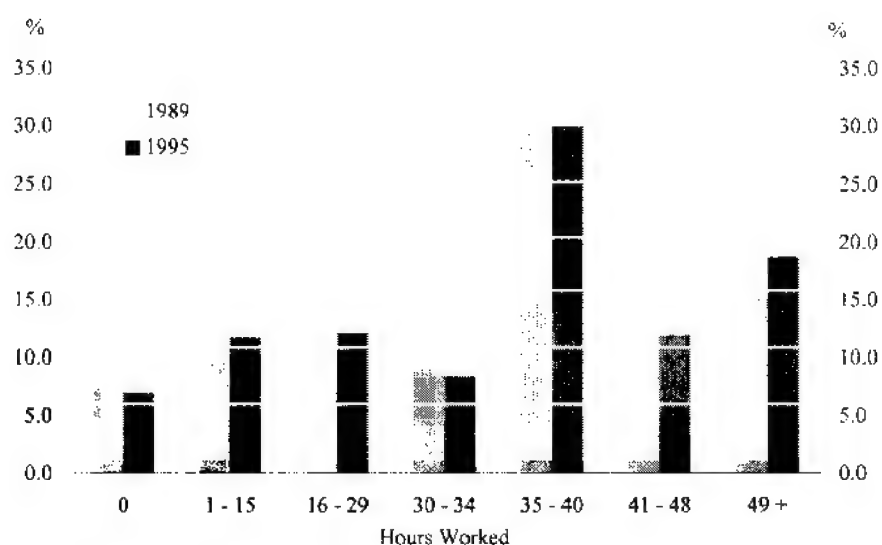
Underlying this lack of change in average hours worked was an increase in the proportion of employed persons working part time, from 20.5% in 1989 to 24.5% in 1995. Over this same period, average hours worked increased for full-time workers, from 39.9 to 40.9 hours per week, as well as for part-time workers, from 14.9 to 15.3 hours per week.

In 1995, males worked on average more hours per week (39.4 hours) than females (28.3 hours). While the higher average hours worked by males was due in part to the higher proportion of males working full time (89.1%) compared to females (57.5%), full-time males also worked more hours on average than full-time females. Part-time males worked slightly less hours on average than part-time females. Over the last six years, male average hours worked has increased at a slightly greater rate than females for both full-time and part-time workers.

DISTRIBUTION OF HOURS

Since 1989 there have been shifts in the distribution of hours worked. While almost one-third of all employed persons still work between 35 and 40 hours per week, the proportion of employed persons working these hours has declined since 1989. The most significant shifts in the distribution of hours worked have been an increase in the proportion working between 1 and 29 hours per week, from 21.2% to 23.8%, and an increase in the proportion working 49 hours or more per week, from 16.7% to 18.7%.

DISTRIBUTION OF AVERAGE WEEKLY HOURS WORKED, EMPLOYED PERSONS ANNUAL AVERAGES



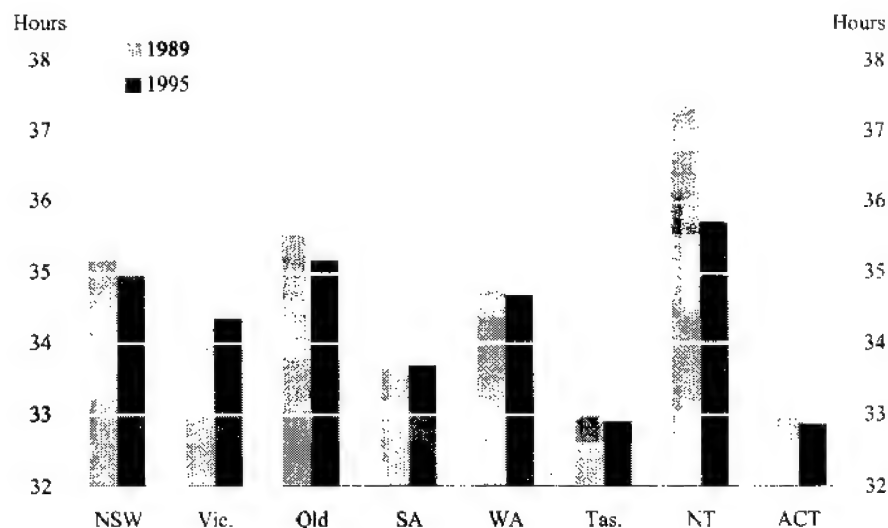
Source: Labour Force, Australia (6203.0)

The distributions of hours worked by male and female workers are vastly different. In 1995, there was a much higher proportion of females working between 1 and 29 hours per week (37.8%) compared to males (13.3%), but a much lower proportion of females working 41 hours or more per week (16.6%) compared to males (41.2%). Although these distributions are very different, there have been similar shifts in these distributions since 1989, with increases in the proportion working between 1 and 29 hours per week and 41 hours or more per week.

HOURS WORKED BY STATE

In 1995, the Northern Territory had the highest average weekly hours worked of all States and Territories (35.7 hours). This reflected the high proportion of full-time workers in the Northern Territory (78.8%), with the average hours worked for full-time workers (40.8 hours) being similar to the national average (40.9 hours).

AVERAGE WEEKLY HOURS WORKED, STATE AND TERRITORIES, ANNUAL AVERAGES



Source: Labour Force, Australia (6203.0)

Average hours worked was lowest in Tasmania and the Australian Capital Territory (both 32.9 hours), and while these had the highest proportions of part-time workers (27.3% and 25.2%), they still had the lowest average hours worked for full-time workers (39.8 and 38.9 hours). Since 1989, average hours worked has fallen in all States and Territories, except Victoria (up 0.4%) and South Australia (up 0.1%). The greatest fall in average hours worked occurred in the Northern Territory (down 4.6%).

HOURS WORKED BY OCCUPATION

In 1995, Managers and administrators worked longer hours on average (48.7 hours per week) than all other major occupation groups, reflecting the high proportion of full-time workers within this occupation (91.0%). In contrast, Clerks (31.2 hours), Salespersons and personal service workers (29.8 hours) and Labourers and related workers (31.0 hours) all worked less hours than the national average.

AVERAGE WEEKLY HOURS WORKED BY OCCUPATION GROUPS, ANNUAL AVERAGES

Major occupation group	Males			Females		
	1989	1995	% change	1989	1995	% change
Managers and administrators	50.9	51.5	1.3	39.2	40.1	2.4
Professionals	41.7	42.6	2.2	33.1	34.3	3.7
Para-professionals	37.7	38.4	2.0	29.8	29.5	-0.9
Tradespersons	39.4	40.7	3.4	32.7	33.1	1.4
Clerks	35.8	37.3	4.3	29.1	29.5	1.4
Salespersons and personal service workers	37.9	37.4	-1.4	25.5	25.6	0.7
Plant and machine operators and drivers	40.6	41.6	2.5	33.1	32.8	-1.0
Labourers and related workers	34.9	34.5	-1.0	24.5	24.7	0.7

Source: Labour Force, Australia (6203.0)

Average hours worked increased in most occupations between 1989 and 1995, except Para-professionals, Salespersons and personal service workers, and Labourers and related workers. The largest increases in average hours worked occurred for Tradespersons (3.1%) and Plant and machine operators and drivers (2.9%). Males accounted for the majority of the increase in the average hours worked for these two occupation groups. For Tradespersons, average hours worked increased 3.4% for males compared to 1.4% for females, while for Plant machine operators, and drivers, average hours worked increased 2.5% for males but decreased 1.0% for females.

HOURS WORKED BY INDUSTRY

In 1995, average hours worked per week was highest in Mining (43.2 hours), Agriculture, forestry and fishing (42.9 hours) and Transport and storage (40.3 hours). The Mining industry also experienced the largest increase in average hours worked since 1989, increasing 7.8%. Average hours worked also increased significantly in Communication services (up 7.3%) and Electricity, gas and water supply (up 6.4%).

While the increase in average hours worked in the Mining industry was similar for both males and females, the increase in the Communication services industry was predominantly for males, who increased their average hours worked by 9.9% compared to 2.2% for females.

AVERAGE WEEKLY HOURS WORKED BY INDUSTRY DIVISION, ANNUAL AVERAGES

<i>Industry division</i>	<i>Males</i>			<i>Females</i>		
	1989	1995	% change	1989	1995	% change
Agriculture, forestry and fishing	48.6	48.8	0.5	28.8	29.9	3.8
Mining	40.7	43.9	7.8	34.9	37.9	8.7
Manufacturing	39.8	41.0	3.1	32.5	32.7	0.3
Electricity, gas and water supply	35.5	38.1	7.5	30.5	32.2	5.5
Construction	40.1	41.0	2.1	20.2	20.9	3.4
Wholesale trade	41.4	42.6	2.9	31.3	32.4	3.5
Retail trade	40.0	38.8	-3.0	26.5	25.8	-2.7
Transport and storage	40.4	39.2	-3.0	27.4	27.5	0.3
Accommodation, cafes and restaurants	40.2	42.4	5.5	30.5	32.4	6.0
Communication services	35.1	38.6	9.9	30.3	31.0	2.2
Finance and insurance	38.9	41.7	7.2	32.2	32.4	0.5
Property and business services	41.6	42.4	1.9	30.1	30.7	1.9
Government administration and defence	35.4	36.7	3.6	30.3	31.6	4.1
Education	38.1	39.1	2.7	30.1	32.1	6.6
Health and community services	40.1	38.6	-3.6	28.2	28.4	0.7
Cultural and recreational services	37.7	36.9	-2.2	27.3	28.1	3.2
Personal and other services	37.2	37.5	0.7	29.1	29.2	0.2

Source: Labour Force, Australia (6203.0)

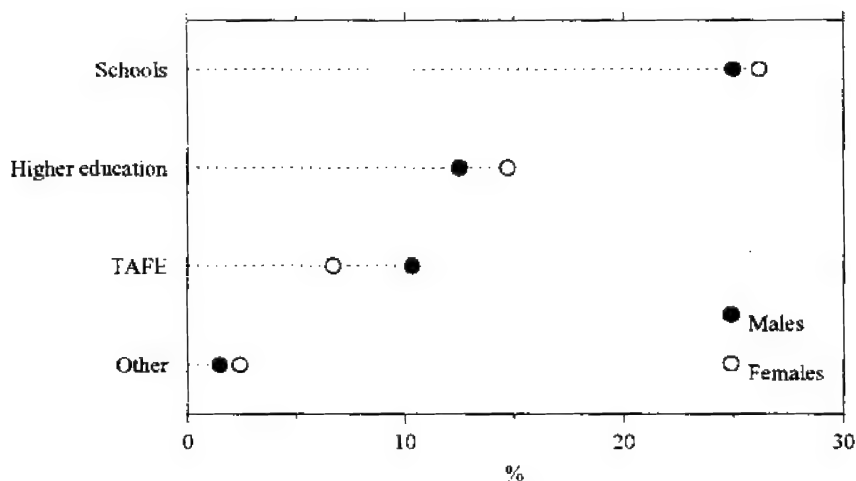
ADDITIONAL INFORMATION

For more information on the Labour Force Survey, see *Labour Force Australia* (6203.0).

COMBINING WORK AND EDUCATION

THE STUDENT POPULATION The annual participation in education survey run in September 1995 showed 1,331,600 persons (50%), of the population of 2,681,400 persons aged 15–24 years, either in school or tertiary education. This estimate of the student population is 99,100 (8%) higher than the estimate of September 1990. Students comprised 74% of all 15–19 year olds and 28% of all 20–24 year olds.

PERCENTAGE IN EDUCATION AGED 15–24 YEARS, SEPTEMBER 1995

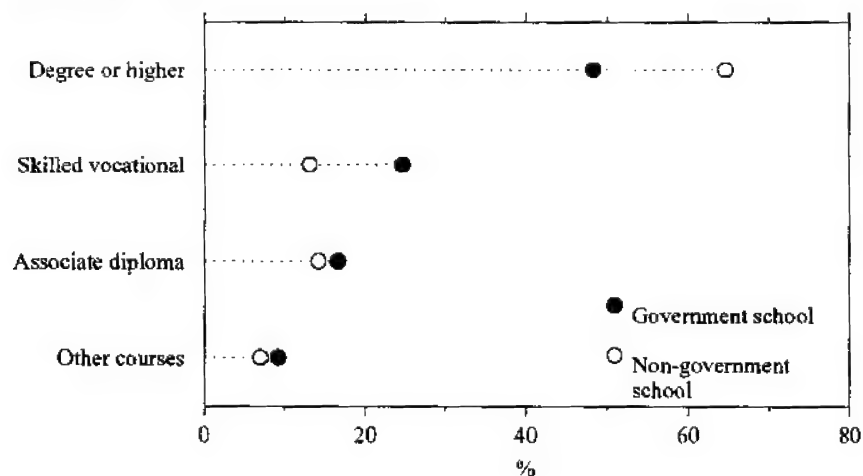


TYPE OF INSTITUTION/ COURSE

Of the 1,331,600 persons in education aged 15–24 years, 686,100 were in school, 364,300 in higher education, 228,900 in TAFE and 52,300 were at other educational institutions.

Among the 601,800 at tertiary institutions studying for recognised educational qualifications 329,700 (55%) were studying for degree or higher courses, 121,100 (20%) were studying for skilled vocational courses, and 94,600 were attending undergraduate and basic vocational courses.

TYPE OF TERTIARY COURSE STUDIED AND PREVIOUS SCHOOL ATTENDED, SEPTEMBER 1995



PERSONS BORN
OVERSEAS

Persons aged 15-24 years born overseas had a greater educational participation rate (62%) than those born in Australia (47%). This was particularly so for tertiary education with 35% of overseas-born persons attending a tertiary institution compared to 23% of Australian-born.

LABOUR FORCE
PARTICIPATION RATE

The labour force participation rate for students aged 15-24 years was 69%, however this varied with the type of course being studied. The highest labour force participation rate was recorded for persons attending skilled vocational courses (91%) with the next highest for basic vocational courses (78%), and the lowest for persons doing degree or higher courses.

Approximately 1 in 9 students in the labour force were unemployed.

ADDITIONAL INFORMATION

For more information, see *Participation in Education (Persons aged 15 to 24), Australia* (6272.0).

INCREASE IN NUMBER ATTENDING EDUCATIONAL INSTITUTIONS

More than two million Australians attended educational institutions in May 1995, an increase of about 72,000 (4%) over the same time last year.

TYPE OF INSTITUTION

Some 31% (631,000) of the 2,045,300 people studying for an educational qualification in May 1995 were school students. Almost 700,000 (34%) students were enrolled at higher education institutions, over 500,000 (25%) at TAFEs and over 200,000 (10%) at other educational institutions.

TYPE OF QUALIFICATION

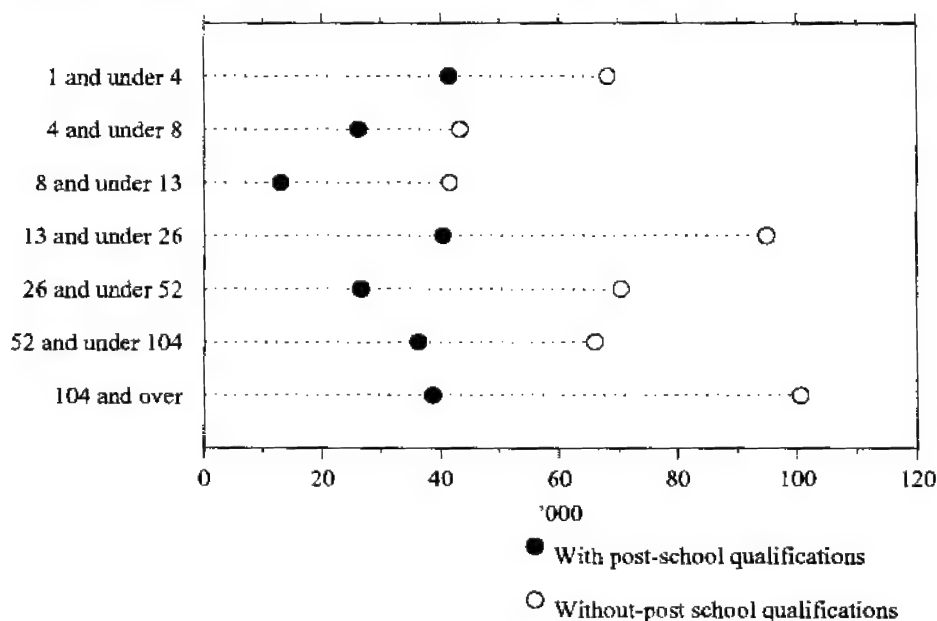
Just under 41% of persons aged 15–65 years had a post-school qualification in May 1995. This was 273,000 more than in May 1994. These 4.8 million people comprised 1.5 million with a skilled vocational (trade) qualification, 1.4 million with a bachelor degree or higher qualification, 0.9 million with basic vocational (certificate) qualifications, 0.7 million with associate diplomas and 0.3 million with undergraduate diplomas.

LABOUR FORCE CHARACTERISTICS

The labour force participation rate for persons with recognised post-school qualifications was 85% compared to 70% for persons without post-school qualifications.

The unemployment rate for persons with an undergraduate diploma or higher qualification was 4% in May 1995. The rate for persons with an associate diploma or trade-qualification was 6%, and 8% for persons with basic vocational qualifications. The corresponding rate for persons without post-school qualifications was 11%.

UNEMPLOYED PERSONS AGED 15-64: EDUCATIONAL ATTAINMENT AND DURATION OF CURRENT PERIOD OF UNEMPLOYMENT (WEEKS), MAY 1995



While persons with recognised post-school qualifications made up 41% of the population aged 15–64 years, they accounted for 48% of all employed persons and 30% of unemployed persons.

ADDITIONAL INFORMATION

For more information, see *Transition from Education to Work, Australia, May 1995* (6227.0.40.001).

SUPERANNUATION COVERAGE LEVELS OUT

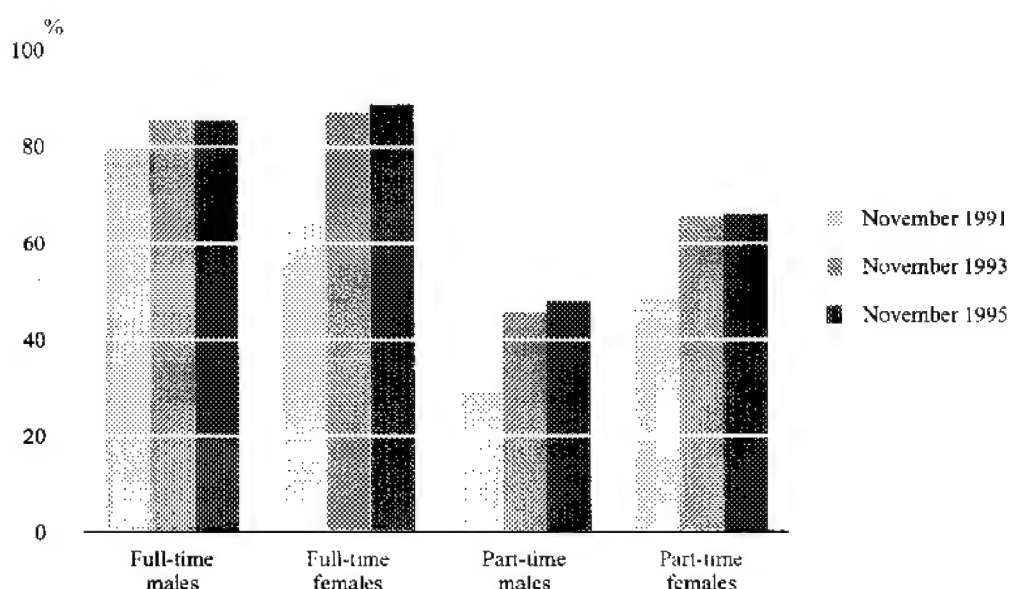
SUPERANNUATION COVERAGE

In November 1995, 81% of Australia's 8,091,800 employed persons aged 15-74 years were covered by superannuation — that is, they were personally contributing to a superannuation scheme and/or their employer or business was contributing to a superannuation scheme on their behalf. The proportion of employed persons who were covered by superannuation has only increased marginally from the November 1993 level (80% covered) after rising from 71% in November 1991.

EMPLOYED PERSONS

In November 1991, 79% of full-time workers were covered by a superannuation scheme. This increased to 86% in November 1993 and increased again to 87% in November 1995. Similarly, the proportion of part-time workers who were covered increased from 44% in November 1991, to 61% in November 1993, and then to 62% in November 1995.

SUPERANNUATION COVERAGE OF EMPLOYED PERSONS



Status in employment

Employees had the highest level of superannuation coverage with 89% covered (unchanged from November 1993). In comparison, the level of coverage amongst employers and self-employed workers has fallen since the last survey. The level of superannuation coverage for employers fell from 55% in November 1993 to 51%, whilst for self-employed workers, the level of coverage fell from 36% to only 31%.

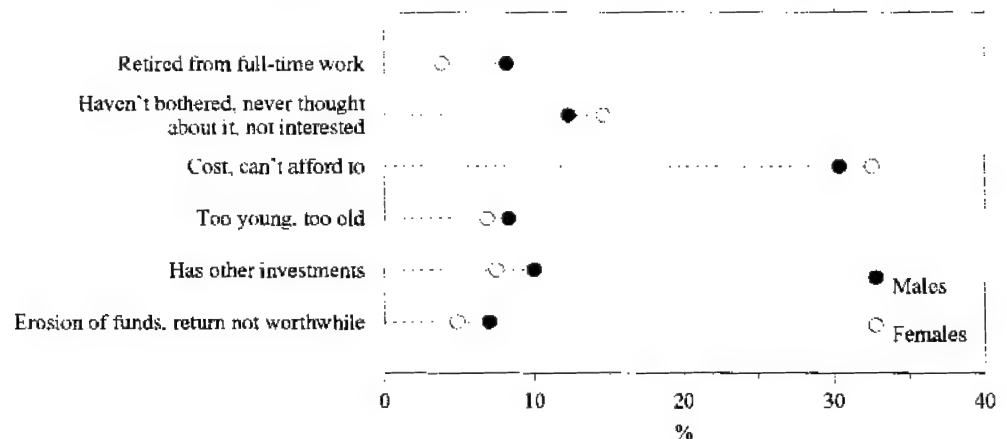
Personal and employer contributions

In November 1995, the employer paid all contributions for 54% of employees aged 15-74 who were covered by superannuation (up from 50% in November 1993). A further 43% had both employer and personal contributions (compared with 47% in November 1993). The remaining 3% made personal contributions only.

PERSONS NOT COVERED BY A SUPERANNUATION SCHEME

Some 531,100 employed persons aged 15-74 were not covered by a superannuation scheme. Of these, 31% said that they were not making personal contributions because the cost was too high or they could not afford to. A further 13% stated that they had not bothered, had never thought about or were not interested in making personal contributions.

EMPLOYED PERSONS AGED 45-74 YEARS NOT COVERED BY A SUPERANNUATION
SCHEME: SELECTED REASONS NOT CONTRIBUTING PERSONALLY, NOVEMBER 1995



Source of retirement income Overall, there were 2,160,300 persons aged 45-74 years who had ceased full-time work and were not covered by superannuation in November 1995. More than half (53%) of these persons reported that their main source of income was some form of government pension (Invalid, Age, Sole parent's or Widow's pension). Of persons whose main source of income when they ceased full-time work was superannuation, 27% had since changed their main source of income.

Of the 1,619,700 persons aged 45-74 years who were covered by superannuation and had not ceased full-time work, only 36% expected superannuation to be their main source of income after ceasing full-time work. Another 21% expected their main source of income to be an Invalid, Age, Sole parent's or Widow's pension.

CHARACTERISTICS OF
THOSE COVERED BY
SUPERANNUATION

The survey findings also show:

- 82% of employed males and 79% of employed females were covered by superannuation;
- the rate of coverage was higher amongst permanent employees (97%) than casual employees (65%);
- 95% of public sector employees and 88% of private sector employees were covered by superannuation;
- the Electricity, gas and water supply industry recorded the highest level of superannuation coverage (99%) while the Agriculture, forestry and fishing industry recorded the lowest coverage (only 50%);
- employees aged 45-74 with higher incomes were more likely to be covered by superannuation than those with lower incomes — 56% of those earning under \$200 a week were covered compared with 98% of those earning \$600 and over a week; and
- 69% of persons aged 45-74 covered by superannuation had funds in only one account, 22% had funds in two accounts, 6% had funds in three or more accounts, and for the remaining 3% the number of accounts was not known or could not be determined.

ADDITIONAL INFORMATION

For more information, see *Superannuation, Australia, November 1995* (6319.0).

RETIREMENT AND RETIREMENT INTENTIONS

RETIRED PERSONS

In November 1994 there were an estimated 5,613,700 persons aged 45 and over usually resident in Australia. Of these, 3,021,600 (54%) had retired from full-time work compared with 2,800,100 (53%) in October 1992 and 2,641,900 (54%) in November 1989.

In November 1994 a further 2,105,300 persons (38%) had not retired from full-time work and 486,800 (9%) had never worked full time and did not intend to work full time.

The proportion of retired people who were aged 65 years and over rose from 1,463,500 (52%) in October 1992 to 1,610,900 (53%) in November 1994.

Of those persons aged 45 years and over who had retired from full-time work, 9% of males and 19% of females were working part time or were looking for part-time work.

Age at retirement The age at retirement from full-time work differs greatly between males and females. In November 1994, 57% of females had retired aged less than 45 years compared with 7% of males, and 3% of females had retired aged 65 years or more compared with 26% of males. A further 52% of males had retired aged 55-64 years.

PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT

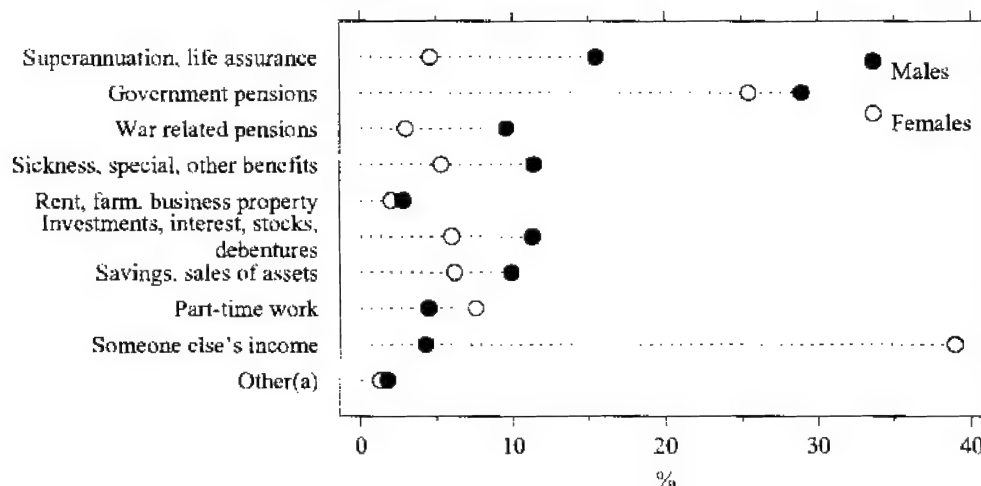
	November 1989		October 1992		November 1994 r	
	Males	Females	Males	Females	Males	Females
Age at retirement (years)	%	%	%	%	%	%
Less than 45	5.7	60.7	7.0	59.9	7.3	56.9
45-49	3.7	7.6	4.5	7.4	5.5	8.9
50-54	8.7	11.0	9.8	10.9	9.6	11.0
55-59	18.5	9.3	19.2	9.5	19.8	11.1
60-64	35.4	8.5	33.4	9.2	32.2	9.1
65-69	24.9	2.5	23.2	2.6	22.4	2.3
70 and over	3.1	0.5	2.9	0.5	3.1	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

Early retirement Of those who had retired from full-time work at an age of 45 years or more, 1,380,500 (72%) had retired early (that is, before the age of 65 for males and 60 for females). The most common reason given for early retirement was 'own ill health or injury' (48% of males and 25% of females) followed by 'decided not to work any more, more leisure time' (18% of males and 25% of females).

Compulsory retirement In November 1994 there were 392,400 retirees whose reason for leaving their last full-time job was that they had reached compulsory retirement age in that job. Of these, about one-third (130,100) would have liked to continue working full time.

Main source of income Of the persons who had retired from full-time work aged 45 years or more, 28% reported that their main source of income at retirement was some type of government pension and 11% reported that their main source of income at retirement was income from a retirement scheme. Some 38% of the females who had retired aged 45 years or more reported that their main source of income was someone else's income, pension or superannuation.

PERSONS WHO HAD RETIRED FROM FULL-TIME WORK: MAIN SOURCE OF INCOME
AT RETIREMENT, NOVEMBER 1994



(a) Includes accumulated leave, compensation

PERSONS INTENDING
TO RETIRE

There were 1,319,200 males aged 45 and over and 577,800 females aged 45 years and over who intended to retire. Of these persons, 29% expected income from a retirement scheme to be their main source of income at retirement and 28% expected some type of government pension to be their main source of income at retirement.

Among those who intended to retire, retirement scheme membership (mainly superannuation) increased from 81% in October 1992 to 84% in November 1994. Some 28% intended to retire early, with 57% of males and 58% of females who intended to retire early giving 'decided not to work any more, more leisure time' as their main reason.

ADDITIONAL INFORMATION

For more information, see the April 1995 edition of *Labour Force, Australia* (6203.0) or the Standard Data Service, *Retirement and Retirement Intentions, Australia* (6238.0.40.001).

INTERNATIONAL COMPARISON

UNEMPLOYMENT RATE

The United States Bureau of Labor Statistics produces monthly reports of standardised seasonally adjusted civilian unemployment rates for selected OECD countries including the 'Group of 7 (G7)'. Recent monthly seasonally adjusted data for the 'G7' countries show that the United States, United Kingdom, Germany and Japan had lower rates of unemployment for December 1994 than that for Australia (8.9%). The lowest rate in December 1994 was recorded by Japan at 3.0% and France had the highest unemployment rate of 12.3% in that month.

STANDARDISED UNEMPLOYMENT RATES, SEASONALLY ADJUSTED

Period	Australia	Canada	France	Germany*	Italy**	Japan	UK	USA
1989	6.2	7.5	9.6	5.7	7.8	2.3	7.3	5.3
1990	6.9	8.1	9.1	5.0	7.0	2.1	6.9	5.5
1991	9.6	10.4	9.6	4.3	6.9	2.1	8.8	6.7
1992	10.8	11.3	10.4	4.6	7.3	2.2	10.0	7.4
1993	10.9	11.2	11.8	5.8	10.5	2.5	10.4	6.8
1994	9.7	10.4	12.3	6.5	11.6	2.9	9.5	6.1
October 1994	9.1	10.0	12.4	6.5	12.0	3.0	9.1	5.7
November 1994	9.3	9.6	12.3	6.4	..	2.9	9.0	5.6
December 1994	8.9	9.6	12.3	6.4	..	3.0	8.8	5.4

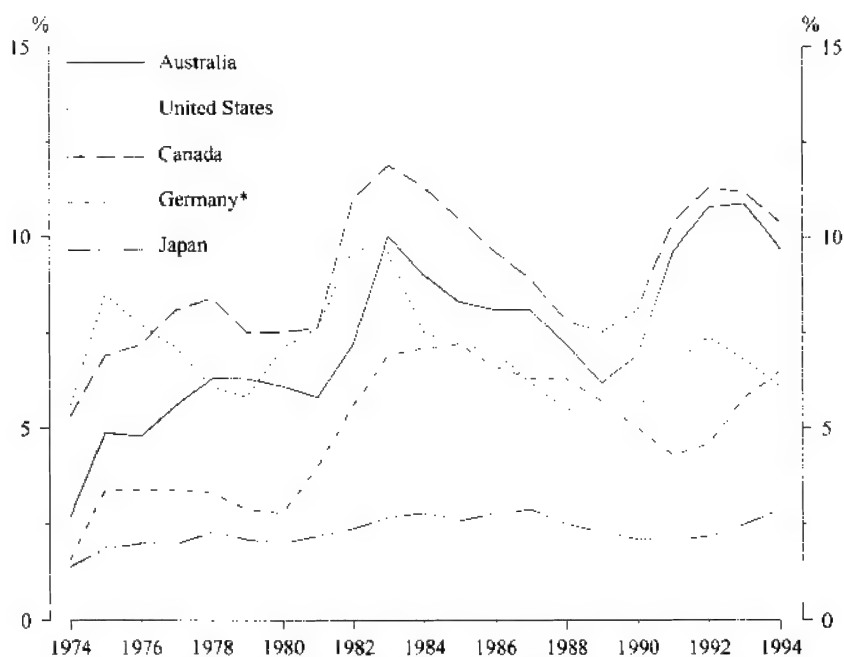
* Refers to Western Germany (Federal Republic of Germany before the unification of Germany).

** Recent monthly data for Italy not yet available.

Source: Bureau of Labour Statistics, U.S. Department of Labour, March 1995.

'G7' countries Each of the 'G7' countries experienced an increase in their unemployment rates over the last five years. France, Italy and Japan have generally shown rises in their unemployment rates since 1990. Germany's unemployment rate has grown from 4.3% in 1991 to 6.5% in 1994. Although Japan continuously records the lowest unemployment rate among the 'G7' countries, it has experienced a gradual increase through the 1990s, from 2.1% in 1990 to 2.9% in 1994.

UNEMPLOYMENT RATES FOR SELECTED OECD COUNTRIES, SEASONALLY ADJUSTED



* Refers to Western Germany (Federal Republic of Germany before the unification of Germany).

Australia, Canada, United Kingdom and the United States of America, while recording increases in their unemployment rates from 1990 to 1994, peaked in either 1992 or 1993, and recorded falling unemployment rates between 1993 and 1994.

Seasonally adjusted standardised labour force unemployment rates are also reported on a quarterly basis by the OECD for sixteen member countries, including Australia. For countries other than those recorded in the table above, September quarter 1994 results were as follows: Netherlands (9.5%), Belgium (10.3%), Ireland (14.7%), Finland (18.0%), Spain (23.9%) and Norway (5.2%).

OTHER OECD COUNTRIES

Ireland's seasonally adjusted unemployment rate was 15.4% in March quarter 1989, before falling to a low of 13.0% in the second quarter of 1990. The rate increased over the next three years to peak at 15.9% in early 1993 but has since fallen and in September 1994 stood at 14.7%. Finland's rate has increased markedly over the last five years, rising from 3.7% in March 1989 to 18.0% in September 1994, peaking at 19.1% in early 1994. Sweden has also shown significant increases over the past five years, rising from 1.4% in 1989 to 8.6% in 1994.

For Belgium, the seasonally adjusted unemployment rate fell throughout 1989 and 1990 to a low of 7.0% in March quarter 1991. Since then, the rate has been steadily rising and in September 1994 was 10.3%. The Netherlands recorded an unemployment rate of 8.8% in early 1989, before falling gradually to a low of 6.5% in June quarter 1992. The rate has been steadily rising since then and in September 1994 stood at 9.5%. The rate for Spain was 17.7% in early 1989, then fell steadily to 15.6% in early 1991. The rate has been increasing since then, and peaked in June quarter 1994 at 24.1%. The rate fell slightly the following quarter to 23.9%.

New Zealand, which was included for the first time in the June 1994 OECD quarterly bulletin, reported an unemployment rate of 7.4% for the March 1989 quarter. After rising to a peak of 11.0% in March 1992, the rate has been falling and in September 1994 was 7.8%.

ADDITIONAL INFORMATION

For more information, see *Quarterly Labour Force Statistics, Statistics Directorate, OECD, Number 4 1994*. For more information on Australian unemployment rates, see *Labour Force, Australia* (6203.0).

BEHIND THE NUMBERS — SOME FACTS ABOUT THE LABOUR FORCE SURVEY

	<p>The monthly Labour Force Survey is by far the largest household survey conducted by the Australian Bureau of Statistics (ABS).</p>
THE SAMPLE	<p>Each month the survey records information from more than 65,000 individuals using a random sample of about 30,000 private dwellings and a (much smaller) number of other dwellings such as hotels and motels.</p>
ACCURACY	<p>The sheer size of this monthly exercise yields several advantages, not least of which is a high degree of statistical accuracy. In May 1996, for instance, when the ABS estimate of employed persons was 8,237,100 there was a 95% probability that the number of employed people in Australia was within just 49,800 of that number.</p> <p>Such low 'standard errors' clearly indicate that, taking one month with another, the survey reliably reflects national labour market levels, movements and trends.</p>
COLLECTION	<p>The survey is conducted by specially trained interviewers, generally in the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (the 'reference week'), and the labour force category to which a person is assigned depends on his or her actual activity during that week.</p>
SUPPLEMENTARY TOPICS	<p>The Labour Force Survey is also an extremely useful vehicle for collecting data on a wide range of social and economic topics related to the labour market.</p> <p>In 1995, supplementary topics surveyed along with the core questions included Labour Force Experience, Transition from Education to Work, Working Arrangements and Job Search Experience of Unemployed Persons.</p>
RELEASE OF DATA	<p>The basic labour force data are published in preliminary form fourteen working days after completion of interviewing, while the results of the supplementary surveys are normally released four or five months after the survey date.</p>
VARIABLES	<p>The survey is designed to enable analysis of the labour force by a number of variables, including sex, age, birthplace, occupation, hours worked and so on. While some of these data are included in the monthly publications, much more detailed information is available from the ABS offices in the form of standard and special tabulations and microfiche.</p>
ADDITIONAL INFORMATION	<p>A more comprehensive description of the labour force survey, together with answers to some of the questions most commonly asked about employment and unemployment statistics, may be found in the ABS <i>Information Paper: Measuring Employment and Unemployment</i> (6279.0), issued in October 1995.</p>

RELATED PUBLICATIONS

LABOUR FORCE SURVEY

Labour Force, Australia, Preliminary (6202.0) — issued monthly
Labour Force, Australia (6203.0) — issued monthly
Labour Force, Australia: Historical Summary, 1978 to 1989 (6204.0)
Labour Force Projections, Australia: 1995 to 2011 (6260.)
Labour Statistics, Australia (6101.0) — issued annually
Australian's Long-term Unemployed — A Statistical Profile (6255.0)
Employed Wage and Salary Earners, Australia (6248.0) — issued quarterly
Labour Force Status and Other Characteristics of Families, Australia (6224.0.40.001) — issued annually

INFORMATION PAPERS AND GUIDES

A Guide to Labour Statistics (6102.0)
A Guide to Interpreting Time Series — Monitoring "Trends" An Overview (1348.0)
Comparison of Employment Estimates From the Labour Force Survey and the Survey of Employment and Earnings (6263.0)
Directory of Labour Market and Social Survey Data (Choosing data from the ABS Household Survey Program) (1135.0)
Labour Force Survey Sample Design (6269.0)
Measuring Employment and Unemployment (6279.0)
Questionnaires Used in the Labour Force Survey (6232.0)
Revised Labour Force Survey Estimates: January 1984 to January 1989 (6276.0)

LABOUR FORCE SUPPLEMENTARY SURVEYS

Career Experience, Australia (6254.0) — issued three-yearly
Employment Benefits, Australia (6334.0.40.001) — issued biennially
Job Search Experience of Unemployed Persons (6222.0.40.001) — issued annually.
Labour Force Experience, Australia (6206.0.40.001) — issued annually
Labour Mobility, Australia (6209.0) — issued two-yearly.
Persons Not in the Labour Force, Australia (6220.0.40.001) — issued annually.
Persons Who had Re-entered the Labour Force, Australia (6264.0) — issued irregularly
Persons Who have Left the Labour Force, Australia (6267.0.40.001) — issued triennially
Retirement and Retirement Intentions, Australia (6238.0.40.001) — issued three-yearly
Successful and Unsuccessful Job Search Experience, Australia (6245.0) — issued two-yearly.
Superannuation, Australia (6319.0) — issued two-yearly
Trade Union Members, Australia (6325.0.40.001) — issued biennially
Underemployed Workers, Australia (6265.0.40.001) — issues annually
Working Arrangements, Australia (6342.0) — issued biennially

EDUCATION

- Career Paths of Tradespersons, Australia* (6243.0) — issued irregularly, latest issue 1993.
- Commercial Training Providers, Australia* (6352.0) — issued irregularly, first and latest issue 1994. *Schools, Australia* (4221.0) — issued annually
- Directory of Education and Training Statistics* (1136.0) — issued irregularly, next issue 1995
- Education and Training in Australia* (4224.0) — issued irregularly, first and latest issue November 1992. Next issue is expected to be released by July 1996.
- Employer Training Expenditure, Australia* (6253.0) — issued irregularly, latest issue July to September 1993.
- Employer Training Practices, Australia 1994* (6356.0) — issued irregularly, first and latest issue February 1994.
- Participation in Education, Australia* (6272.0.40.001) — latest issue September 1994
- Training and Education Experience, Australia* (6278.0) (formerly *How Workers Get Their Training, Australia*) — issued irregularly, latest issue 1993.
- Transition from Education to Work, Australia* (6227.0) — issued annually

GLOSSARY

Absence from work	An absence from the workplace during normal working hours for more than three hours. An absence due to normal working arrangements, such as a rostered day off, time off on flex leave or time off in lieu is NOT included under this definition. Absences due to workers' compensation are not included.
Active steps taken to find work	Steps taken during the current period of unemployment. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.
Actively looking for work	Those persons who were taking active steps to find work.
All unemployed persons	Those persons who were not employed during the reference week (i.e. the week immediately preceding that in which the interview took place), had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week, and; <ul style="list-style-type: none"> were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting less than four weeks to the end of the reference week); or were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then.
Attending/attended an educational institution	Refers to persons enrolled for a course of study in May 1995 (or persons who attended any time during the previous calendar year) at an educational institution (as defined).
Available to start work within four weeks	Those persons who were available to start work within four weeks or could start work if childcare was available.
Average duration (of current period of unemployment)	The duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group.
Average own weekly contributions	The amount obtained by dividing the total weekly contributions of a group by the number of individuals who make their own weekly contributions in the group.
Average usual gross weekly pay	The amount obtained by dividing the total usual gross weekly pay of a group by the number of individuals in their group.
Casual employees	Employees who were entitled to neither annual leave nor sick leave.
Ceased last full-time job	Left or lost last full-time job.
CES	Commonwealth Employment Service.
Covered by a superannuation scheme	Persons who at the time of the survey, belonged to a superannuation scheme towards which contributions were being made either personally or by their employer/business. If persons contributed to more than one superannuation scheme, details were collected about the scheme to which they contributed the most money.
Current job	The job in which the person worked in the week before the interview. Where the person worked in more than one job during this period the current job was considered to be the job in which most hours were usually worked.

Discouraged jobseekers Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not taking active steps to find work was that they believed they would not find a job for any of the following reasons:

- considered too young or too old by employers; or
- lacked necessary schooling, training, skills or experience; or
- difficulties with language or ethnic background; or
- no jobs in their locality or line of work; or
- no jobs available at all.

Duration of current period of unemployment The period from the time the person began looking for work to the end of the reference week. Thus this item measures the current (and continuing) period of unemployment rather than a completed spell. For persons who may have begun looking for work while still employed, the duration of current period of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of the reference week.

Educational attainment Measures the highest qualification completed by the respondent, classified according to the Australian Bureau of Statistics Classification of Qualifications (ABSCQ). The seven categories for level of attainment are as follows:

Higher degree Comprises primarily Doctorates and Master's degrees. The minimum entry requirements are usually a Master's degree or a first class honours degree for a Doctorate and completion of an honours degree for a Master's degree. The duration of study is a minimum of two years for a Doctorate and two years full-time or equivalent for a Master's degree. This level of qualification is designed to recognise significant contributions to original research or the application of knowledge within a given field of study.

Postgraduate diploma Includes Graduate Certificates. The entry requirement is usually the successful completion of a Bachelor degree or an Undergraduate diploma. The duration of study ranges from six months (for a Graduate Certificate) to one year full-time study or equivalent. Courses usually build on undergraduate studies, and are designed to broaden or develop professional knowledge and skills in a related or new area.

Bachelor degree The entry requirement is the satisfactory completion of Year 12 or its equivalent. The duration of study ranges from three to six years full-time study or its equivalent. Courses are designed to provide students with a systematic and coherent introduction to a broad body of knowledge. The emphasis is on the underlying principles and concepts of that body of knowledge.

Undergraduate diploma The entry requirement is usually the successful completion of Year 12 or its equivalent. The duration of study is three years full-time study or its equivalent. Certain other qualifications are classified to this level on the basis that their entry requirements, duration of study and theoretical orientation are regarded as being equivalent to those of undergraduate diplomas, for example, Certificate in Psychiatric Nursing. Courses are designed to provide individuals with the knowledge and skills necessary for practice in a profession or associate professional occupation.

<i>Associate diploma</i>	The entry requirement is usually the completion of Year 12 or the completion of Year 10 and a prerequisite certificate course. The duration of study ranges from one to two years full-time or its equivalent. Courses provide individuals with the knowledge and skill necessary to give support to professionals, and for positions in advanced trade, technical or associate professional occupations. Advanced Certificates, Technician's Certificates and Certificates of Technology are included in this level as they have broadly the same theoretical orientation as associate diplomas.
<i>Skilled Vocational Qualification</i>	The entry requirement is usually the completion of Year 10 or its equivalent. In addition, some courses may require a student to be concurrently employed in that specific field. The duration of study is two to four years, and typically involves some on-the-job training. Courses provide individuals with the knowledge and skill necessary to work in a specific vocation, recognised trade or craft that requires a high degree of skill in a range of related activities.
<i>Basic Vocational Qualification</i>	Often requires Year 10 completion, however many courses have no formal entry requirements. The duration of study ranges from one semester to one year of full-time study or equivalent. Courses provide individuals with practical skills and background knowledge necessary for employment at the operative level in many different fields.
Educational institution	Any institution whose primary role is education. Included are schools, higher education establishments, colleges of technical and further education, public and private colleges, and other institutions. Excluded are institutions whose primary role is not for education, for example hospitals.
Employed persons	Comprise all persons aged 15 and over who, during the reference week: <ul style="list-style-type: none"> • worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or in a firm (comprising employees, employers); or • worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or • were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or • were employers, self-employed persons or unpaid family helpers who had a job, business or farm, but were not at work.
Employees	Employed persons aged 15 years and over who worked in their main job for an employer for wages or salary or in their own business (either with or without employees), if that business was a limited liability company.
Full-time employees in main job	All employees for who 'full time' was the response to the question 'Is your main job full time or part time?'
Full-time work	When asked details about whether they had ceased or were intending to cease full-time work, the individual's perception of 'full-time work' was accepted.
Full-time workers	Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.
Higher education institutions	Includes Australian institutions providing higher education courses such as Universities; Colleges of Advanced Education; Institutes of Higher Education; Institutes of Tertiary Education; Agricultural Colleges; and some Institutes of Technology.

Holiday leave	Provision by employers of paid leave, which normally accrues during a set period and can be taken at an approved time. This is collected by enumerating responses to the question 'Does your employer provide you with paid holiday leave?' Respondents may have indicated use of this type of leave for their most recent absence.
Industry	Unless otherwise specified, all occurrences of industry in this publication refer to Industry Division as defined by the Australian Standard Classification (ASIC) 1983. However unpublished industry data is available at the Group (3-digit) level.
Intended to retire from full-time work	Persons who were either working full time or considered themselves to be working full time; looking for work; or would like to work full time at some time and who intended to retire from full-time labour force activity. Unpaid voluntary work is not considered as full-time work.
Job	Any employment, full time or part time, lasting two weeks or more.
Job leavers	Persons who voluntarily ceased their last job.
Job losers	Persons who involuntarily ceased their last job.
Labour force	Persons in the labour force who are those who were reported as having worked or looked for work (as defined).
Labour market reasons for actively looking for work	Includes discouraged jobseekers and no jobs in suitable hours.
Looked for work	Persons who were reported as having been out of work and looking for a job.
Looked for work at some time during the year (per cent)	For a particular group, persons who looked for work at some time during the reference period as a percentage of all persons in that group.
Main difficulty in finding work	The main difficulty experienced during the current period of unemployment.
Main job	The job in which most hours were usually worked
Mean weekly earnings	The amount obtained by dividing the total earnings of a group by the number of employees in that group.
Not in the labour force at any time during the year	Persons who were reported as having neither worked nor looked for work at any time during the reference period.
Not in the labour force at any time during the year (per cent)	For a particular group, persons not in the labour force at any time during the reference period as a percentage of all persons in that group.
Occupation	Unless otherwise specified, all occurrences of occupation in this publication refer to Major Group as defined by the Australian Standard Classification of Occupations (ASCO) 1986. However unpublished occupation data is available at the Unit Group (4-digit) level.
Other educational institution	Includes institutions or establishments that offer educational courses that lead to recognised qualifications such as hairdressing etc; and instances where insufficient information was available to determine the type of educational institution.
Overtime	Work undertaken which is outside, or in addition to, the normal working hours of the respondent in their main job.
Part-time employees in main job	All employees for whom 'part time' was the response to the question 'Is your main job full time or part time?'
Part-time workers	Employed person who usually worked less than 35 hours a week and who did so during the reference week.

Pension	Regular and continuous payments.
Permanent employees	Employees who were entitled to annual leave or sick leave.
Personal reasons for not actively looking for work	Includes own ill health/physical disability, pregnancy, attending an educational institution, had no need to work, give others a chance, welfare payments/pension may be affected, moved house or on holidays.
Persons who had re-entered the labour force	Persons who were working or looking for work in the reference week (i.e. the week before the interview), had a period out of the labour force of at least twelve months duration that finished within the twelve months and had worked continuously for a period of twelve months or more at some earlier time.
Persons with post-school qualifications	Persons who have obtained a vocational qualification, certificate diploma, degree or any other qualification, since leaving school. Respondents indicated which of the following groups best described their highest qualification: Higher degree; Postgraduate diploma; Bachelor degree; Undergraduate diploma; Associate diploma; Skilled Vocational Qualification; Basic Vocational Qualification.
Re-entrants	See 'Persons who had re-entered the labour force'.
Retired from full-time work	Persons aged 45 and over who had had a full-time job at some time and who had ceased full-time labour force activity (i.e. were not working full time, were not looking for full-time work and did not intend to work full time at any time in the future). Unpaid voluntary work is not considered as full-time work.
Retirement	Ceased full-time work and did not intend to work full time or look for full-time work in the future.
Retirement scheme	Includes superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.
Rostered day off	Rotating system of days off for employees whose work demands above standard hours. Employees working under this arrangement are entitled to a rostered day off, with pay, to compensate for the hours worked evenings or nights.
Second job	A job, other than the main job, in which some hours were worked during the reference week. A person who held more than one job is classified to the industry and occupation of their main job. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestic, odd-job workers, baby-sitters, are not counted as having a second job unless they also held another job of a different kind, nor are those who worked for more than one employer solely by reason of changing jobs during the reference week.
Shift work	A system of working whereby the daily hours of operation at the place of employment are split into at least two set work periods (shifts), for different groups of workers.
Sick leave	Provision by employers of paid sick leave, as collected by responses to the question, 'Does your employer provide you with sick leave?'.

Superannuation scheme Any fund, association or organisation set up for the purpose of providing financial cover for members when they retire from full-time work. A *life assurance* policy is any endowment policy covering the life of a person which matures when a person reaches a nominated age.

Persons who stated they were a member of a superannuation scheme and/or in receipt of a superannuation benefit were not asked if they were receiving, or expected to receive, a benefit from a life assurance policy or other scheme.

For the Retirement and Retirement Intentions survey, information was collected only for those policies or schemes which would provide money for a persons when he or she retires from full-time work.

Overseas superannuation funds are excluded.

TAFE A college of technical and further education.

Time off in lieu Time off that must be made up elsewhere or that has already been made up by working extra hours.

Wanted to work Persons not in the labour force who:

- in the four weeks up to the end of the reference week had taken *active steps* to find work but did not meet the criteria to be classified as *unemployed*; or
- although claiming to have looked for work (in the four weeks up to the end of the reference week), had not taken active steps to find work; or
- in the four weeks up to the end of the reference week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'; or
- were employees who had a job but had been away from work without pay for four weeks or more.

Weekly earnings Amount of 'last total pay' from wages and salary jobs prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

Whether has retired from full-time work For persons aged 45 and over and covered by a superannuation scheme, information is collected on whether those persons had retired from full-time work.

Worked at some time during the year Persons who were reported as having worked and/or been on paid leave for one week or more during the reference period.

Worked at some time during the year (per cent) For a particular group, persons who worked at some time during the reference period as a percentage of all persons in that group.

SUPPLEMENTARY AND SPECIAL SURVEYS

The supplementary and special surveys collect data on particular aspects of the labour force. The following is an historical list of supplementary and special labour force surveys. Statistical tables in these bulletins are available as a publication or a standard data service, available by subscription or on request. It may be possible to order Unit Record Files on the following supplementary and special surveys by contacting the ABS. Inquiries should be made to the contact listed below.

<i>Title of survey</i>	<i>Product no.</i>
Alternative Working Arrangements, Australia. Irregular. Latest issue September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia. May 1988 to April 1989	6317.0
Career Experience, Australia. Three-yearly. First issue February 1993	6254.0
Career Paths of Persons with Trade Qualifications, Australia. 1993	6243.0
Career Paths of Qualified Nurses, Australia., March to July 1989	6277.0
Child Care, Australia. Irregular. Latest issue June 1993	4402.0
Employment Benefits, Australia. Two-yearly. Latest issue August 1994	6334.0.40.001
How Workers Get Their Training, Australia. 1989	6278.0
Income and Housing Costs and Amenities. Persons with Earned Income. Australia 1986, 1990	6546.0
Job Search Experience of Unemployed Persons, Australia. Annually. Latest issue July 1995	6222.0.40.001
Labour Force Experience, Australia. Two-yearly. Latest issue February 1995	6206.0.40.001
Labour Force Status and Educational Attainment, Australia. Annual, final issue February 1994	6235.0
Labour Force Status and Other Characteristics of Families, Australia. Annual. latest issue June 1995	6224.0.40.001
Labour Force Status and Other Characteristics of Migrants, Australia. Three-yearly. Latest issue September 1993	6250.0
Labour Mobility, Australia. Two-yearly. Latest issue February 1996	6209.0
Multiple Jobholding, Australia. Four-yearly. Latest issue August 1994	6216.0.40.001
Participation in Education, Australia. Annually. Latest issue September 1995	6272.0
Persons Employed at Home, Australia. Three-yearly. Latest issue September 1995	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1995	6220.0.40.001
Persons Who Had Re-entered the Labour Force, Australia. Three-yearly. Latest issue July 1995	6264.0.40.001
Persons Who Have Left the Labour Force, Australia. Irregular. Latest issue September 1994	6267.0.40.001
Retirement and Retirement Intentions, Australia. Three-yearly. Latest issue November 1994	6238.0.40.001
Successful and Unsuccessful Job Search Experience, Australia. Two-yearly. Latest issue July 1994	6245.0
Superannuation, Australia. Three-yearly. Latest issue November 1995	6319.0
Trade Union Members, Australia. Two-yearly. Latest issue August 1994	6325.0.40.001
Training and Education Experience, Australia. 1993	6278.0
Transition From Education to Work, Australia. Annually. Latest issue May 1995	6227.0.40.001
Underemployed Workers, Australia. Annually. Latest issue September 1995	6265.0.40.001
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue August 1995	6310.0.40.001
Working Arrangements, Australia. Two-yearly. Latest issue August 1995	6342.0.40.001

SUPPLEMENTARY SURVEY PROGRAM FOR 1996

<i>Topic</i>	<i>Survey month</i>	<i>Release</i>
Transition From Education to Work	May 1996	December 1996
Job Search Experience of Unemployed Persons	July 1996	December 1996
Successful and Unsuccessful Job Search Experience	July 1996	December 1996
Employment Benefits (Core)	August 1996	February 1997
Trade Union Members	August 1996	February 1997
Persons Not in the Labour Force	September 1996	February 1997
Underemployed Workers	September 1996	March 1997
Career Experience	November 1996	May 1997
Labour Force Status and Other Characteristics of Migrants	November 1996	June 1997

UNPUBLISHED DATA

As well as releasing information in publications and other standard formats, the ABS makes available survey data, in some cases previously unpublished, to meet individual client requirements.

TABULATIONS DESIGNED FOR CLIENTS

Clients with an interest in particular population groups (e.g. residents of a particular State or Territory, persons 15–19 years, lone parents etc) are able to order data specific to these groups from individual surveys. Subject to confidentiality and sampling variability constraints, data can be presented as printed tables, on microfiche or on floppy disk. Tables on floppy disks are available in a wide range of formats to suit a variety of packages.

SPECIAL MONTHLY REPORTS FROM THE LABOUR FORCE SURVEY

Teenage unemployment and educational activity — details labour force status of the civilian population aged 15–19: Full-time attendance at school or a tertiary educational institution, for each State and Territory.
Price \$20 per month.

Unemployment/employment by statistical region — includes more extensive detail on the characteristics of unemployed persons for over 70 regions throughout Australia.
Price \$25 per month.

CHARGES

All requests for unpublished data attract a service charge.

For some surveys, customers with regular requirements for unpublished data can save time and money with annual subscriptions for the products best suited to their needs. Subscribers receive timely delivery and substantial discounts for regular orders.

ADDITIONAL INFORMATION

For information on unpublished data available for specific surveys, please refer to the Inquiries section of the Notes page at the front of this publication

ABS Catalogue No. 6284.0

Australian Labour Market 1995

1995

Consequently, the β values for the two models are not significantly different from each other, and the β values are not significantly different from zero. This indicates that the two models are not significantly different from each other, and the β values are not significantly different from zero.

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Internet

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Recommended retail price: \$18.00